

# Menominee Indian Tribe of Wisconsin

# Annual Report 2015



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# Annual General Council Meeting Agenda

**Saturday, January 16, 2016 at 9:00 a.m., at the Menominee Convention Center  
Keshena, WI 54135  
(TRIBAL ATTENDANCE IS ENCOURAGED)**

- 1. Grant Entry/Presentation of Colors**
- 2. Flag Song**
- 3. Menominee Prayer**
- 4. Posting of Colors**
- 5. Call to Order-Roll Call**
- 6. Election of Chairman for the meeting**
- 7. Appointment of Sergeant-at-Arms**
- 8. Appointment of Tellers**
- 9. State of the Menominee Nation – Chairman**
- 10. Legislative Committee Reports:**

- |                                       |                                 |
|---------------------------------------|---------------------------------|
| • Budget and Finance                  | • Health and Family Services    |
| o Financial Reports                   | • Housing                       |
| • Community Development               | • Labor, Education and Training |
| • Enforcement and Resource Protection |                                 |
| • Governmental Affairs                |                                 |

## **11. Other Business**

## **12. Retire the Colors**

## **13. Travel Song/Adjournment**

**\*\*Note: Lunch will be served at noon.**

## **\*\*\* Important Dates to Remember in 2016 \*\*\***

Tribe's Annual Events			
Annual Events		Important Dates & Timelines	
Annual General Council Meeting		Saturday, January 16, 2016	
Main Tribal Elections	Neopit	Wednesday, January 13, 2016	
	Keshena	Thursday, January 14, 2016	
Annual Swearing-In Ceremony		Monday, February 9, 2016	
Menominee Indian High School Graduation		Friday, May 27, 2016	
Menominee Veterans Pow-wow		Friday-Sunday, May 20-22, 2016	
Memorial Day Parade		Monday, May 30, 2016	
Menominee Nation Contest Pow-wow		First weekend in August	
Primary Tribal Elections	Neopit	Wednesday, November 16, 2016	
	Keshena	Thursday, November 17, 2016	
Main Tribal Elections	Neopit	Wednesday, January 11, 2017	
	Keshena	Thursday, January 12, 2017	
Holidays Observed by the Tribe			
Holiday	Date	Holiday	Date
Restoration Day (obs.)	Wednesday Dec. 23, 2015	Native American Day	Friday May 13, 2016
Christmas Eve	Thursday Dec. 24, 2015	Memorial Day	Monday May 30, 2016
Christmas Day	Friday Dec. 25, 2015	Independence Day	Monday July 4, 2016
New Year's Eve	Thursday Dec. 31, 2015		
New Year's Day	Friday Jan. 1, 2016	Labor Day	Monday Sept. 5, 2016
Martin Luther King Jr.	Monday Jan. 18, 2016	Veterans Day	Friday Nov. 11, 2016
Presidents Day	Monday Feb. 15, 2016	Thanksgiving Day	Thursday Nov. 24, 2016
Good Friday	Friday March 25, 2016	Day After Thanksgiving	Friday Nov. 25, 2016



# **MENOMINEE INDIAN TRIBE OF WISCONSIN**

## **CHAIRMAN'S OFFICE**

P.O. Box 910

Keshena, WI 54135-0910

Posoh Mawanew We Yuk:

It has been an honor serving the Menominee people as Tribal Chairman. Over the past year, the Tribe had faced many challenges, yet we have also overcome many obstacles. These challenges have come from economic uncertainty to natural disaster and having our Tribal leaders work diligently to improve economic conditions for the Menominee Nation. We will continue to make the difficult decisions in order to provide the optimum services for the Menominee Nation. I want to take the opportunity to address some of those issues and successes in the past year.

A major success finally came to fruition this year relating to language and culture. The Legislature has maintained a top priority of preserving and enhancing our language to ensure longevity for future generations. In the last year, the Tribe was very successful in working with the State-Tribal Relations Committee to get Legislation passed that would include the College of the Menominee Nation among those who can establish Charter Schools. This has provided additional opportunity for funding in developing the Menominee Immersion Charter. We are in the process of training immersion instructors for this initiative.

Last year our Off-Reservation Land-to-Trust Application for Gaming at the Dairyland Property in Kenosha, Wisconsin was denied by Wisconsin's Governor, Scott Walker. While this dealt a blow to our Tribe, we stood strong. Our leaders, tribal members, including our elders and youth, friends and supporters marched in frigid temperatures, battling all elements to deliver our message to Wisconsin's Governor. As the drums echoed through the Streets of Madison to halls of the State Capital's Rotunda, the Governor refused to meet with me in person. However our message was delivered and echoed around the world. Incidentally, we are not finished with Kenosha. While an Illinois casino cannot work, we are implementing a legal strategy to someday open a Hard Rock Casino in Kenosha. We are not projecting this strategy will pose a significant financial cost to use and it currently has not cost us any funding. We will persevere, we are Menominee strong!

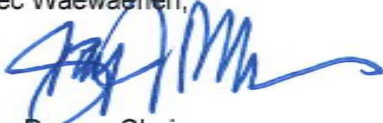
As a Nation, we have continued taking strides in exercising our sovereignty. One thing is clear; the Menominee Nation continues make headlines. In 2015, the Menominee Indian Tribe of Wisconsin Tribe legalized the growing of low THC non-psychoactive industrial hemp by Tribal licensees on its lands. Notice of this change in Tribal law was provided to the United States Attorney Office for the Eastern District of Wisconsin. This action was intended to comply with Congress's actions in 2014 Farm Bill which recognizing a distinction between marijuana and industrial hemp that created an exception to the Controlled Substance Act to allow for growth, cultivation and the study of industrial hemp in certain circumstances. The Tribe acting under an agreement with the College of the Menominee Nation, planted an Industrial Hemp Crop on Tribal Lands. The Tribe engaged the U.S. Attorney's Office in face-to-face discussions to remain transparent throughout the process. Disagreements arose regarding the Tribe's actions in cultivating its Industrial Hemp Crop and compliance with the 2014 Farm Bill. The Tribe's effort to work collaboratively to find a solution to this disagreement was unsuccessful when on October 23, 2015 the federal and local officials entered tribal trust lands and destroyed our Industrial Hemp crop. While this situation has not yet come to find resolve, the Tribe has pursued litigation.

However, this is not the only news coming from the Menominee Nation. As many of you know, the Tribe began the Community Engagement Group using the Trauma Informed Care Model to redevelop and redesign the landscape of how we address challenges facing our people. You may have already begun to see the exciting changes occurring in service delivery and response. We are not done yet and you will see more changes in the coming future.

These are not our only efforts. We are in the process of creating a Tribal Energy Plan. Additionally, we are also in the process of creating an Agriculture Department equipped with the accompanying Tribal Code and Ordinance.

I want to thank the Menominee People for allowing me another opportunity to lead the Nation this past year. I am optimistic that our leaders will continue to make the difficult decisions that will continue to offer the Tribe the most value from our programs and services.

Maec Waewaenen,

A handwritten signature in blue ink, appearing to read 'Gary Besaw', with a stylized flourish at the end.

Gary Besaw, Chairman  
Menominee Tribal Legislature  
Menominee Indian Tribe of Wisconsin

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## Tribal Legislature Directory

GARY BESAW - Chairman W1541 BRAVE ISLAND CIRCLE KESHENA, WI 54135 <a href="mailto:gbesaw@mitw.org">gbesaw@mitw.org</a>	TERM-18	715-799-5114 - WORK 715-853-8903 - CELL
RUTH WAUPOOSE-Vice – Chairwoman PO BOX 204 KESHENA, WI 54135 <a href="mailto:rhwaupoose@mitw.org">rhwaupoose@mitw.org</a>	TERM-16	715-799-3914 – HOME 715-853-5377 - CELL
CRAIG CORN - Secretary PO BOX 1056 KESHENA, WI 54135 <a href="mailto:craigcorn75@gmail.com">craigcorn75@gmail.com</a>	TERM-17	715-853-4043 – CELL
LAURIE BOIVIN N2840 ST HWY 55 KESHENA, WI 54135 <a href="mailto:lboivin@mitw.org">lboivin@mitw.org</a>	TERM-17	715-799-4106 – HOME
CRYSTAL CHAPMAN-CHEVALIER PO BOX 651 KESHENA, WI 54135 <a href="mailto:cchapmanchevalier@yahoo.com">cchapmanchevalier@yahoo.com</a>	TERM-16	715-799-4721 - HOME
JOAN DELABREAU PO BOX 282 KESHENA, WI 54135 <a href="mailto:jodelabreau@mitw.org">jodelabreau@mitw.org</a>	TERM-18	715-701-1037 - CELL
LISA WAUKAU PO BOX 542 KESHENA, WI 54135 <a href="mailto:lwaukau1@charter.net">lwaukau1@charter.net</a>	TERM-16	715-799-3989 - HOME
MYRNA WARRINGTON P.O. BOX 244 KESHENA, WI 54135 <a href="mailto:mwarrington@menominee.edu">mwarrington@menominee.edu</a>	TERM-18	715-799-5600 - WORK 715-851-0607 - HOME
VYRON “TOBY” DIXON PO BOX 910 KESHENA, WI 54135 <a href="mailto:vdixon@mitw.org">vdixon@mitw.org</a>	TERM-17	715-799-5114 – MSG

## Committees of the Legislature

### **Budget & Finance:**

- Joan Delabreau, Chairperson
- Laurie Boivin, Legislator, Vice Chairwoman
- Craig Corn, Legislator
- Jonathan Wilber, Administration
- Gregory Smith, Finance
- AnnMarie Johnson, Lending & Tribal Tax
- Randy Chevalier, Community Member
- Michael Chapman, Community Member

### **Labor, Education & Training:**

- Craig Corn, Chairperson
- Lisa Waukau, Legislator
- Virginia Nuske, Higher Education
- Lori Corn, Tribal School
- Gary Pyawasay, Early Childhood Services
- Joseph Awonohopay, MLCC Director
- LuAnn Warrington, Community Resources
- Michael Delabreau, Community Member
- Dorian LaTender-Lyons, Community Member, \*Vice-Chairperson

### **Governmental Affairs:**

- Crystal Chapman-Chevalier, Chairperson
- Laurie Boivin, Legislator
- Ben Kaquatosh, Human Resources
- Sheena Waupoose, IT
- Jonathan Wilber, Administration, \*Vice Chairman
- Gregory Smith, Finance
- Jamie Smith, Community Member
- Barbara A. Caldwell, Community Member

### **Housing:**

- Lisa Waukau, Chairperson
- Ruth Waupoose, Legislator, Vice-Chairwoman
- Mary Husby, Social Services
- Marlin Waupoose, Utilities
- Judy Duquain, Community Member
- Kim Komanekin, Land Use
- Wayne Wilber, Housing Director

### **Health & Family Services:**

- Myrna Warrington, Chairperson
- Crystal Chapman-Chevalier, Legislator
- Mary Husby, Social Services
- Duane Waukau, Recreation
- Darla Dick - Maehnowesekiyah
- Jerry Waukau, Clinic Vice-Chairman
- Michael Waupoose, Youth Development
- Colleen Connahvichnah, Aging Division
- Rebecca Brunette, Community Member
- Geradette Richmond, Community Member

### **Community Development:**

- Vyron Dixon, Chairperson
- Myrna Warrington, Legislator, Vice Chairman
- Jeremy Pyatskowit, Interim Community Development
- Shawn Klemens, Transportation
- David Grignon, Historic Preservation
- Marlin Waupoose, Utilities
- Wayne Wilber, Housing Director
- Michael Delabreau, Community Member
- Dorian LaTender-Lyons, Community Member

### **Enforcement & Resource Protection:**

- Craig Corn, Chairperson
- Ruth Waupoose, Legislator
- Douglas Cox, Community Member, Vice-Chairman
- Joshua Pyatskowit, Environmental Services
- Walter Cox, Conservation
- Muriel Fish, Prosecutor's Office
- William Beauprey, Probation Director
- Mark K. Waukau, Tribal Police
- Alan Caldwell, Community Member



# Task Forces and Community Committees

## **Wolf River Development:**

- Ruth Waupoose, Chair
- Myrna Warrington, Secretary
- Craig Corn
- Bernard Kaquatosh
- Rod Boivin
- Justin Lepscier

## **MTL/County Task Force:**

- Gary Besaw, Chair
- Ruth Waupoose
- Craig Corn

## **Menominee Indian Gaming Authority:**

- Crystal Chapman-Chevalier
- Ruth Waupoose

## **82-10 Appeals Board:**

- Vyron Dixon, Chair
- Laurie Boivin, Alternate

## **Chicago Community:**

- Gary Besaw, Chair
- Ruth Waupoose
- Craig Corn

## **Keshena Community:**

- Lisa Waukau, Chair
- Crystal Chapman-Chevalier
- Laurie Boivin

## **Middle Village Community:**

- Crystal Chapman-Chevalier, Chair
- Vyron Dixon
- Gary Besaw

## **Tribal/State Relations:**

- Gary Besaw

## **UW-Extension:**

- Joan Delabreau

## **Tribal/County Human Services Planning Committee:**

- Myrna Warrington, Chair
- Mary Husby
- Jerry Waukau
- Wendell Waukau
- Anthony Waupochick
- Barbara Nelson
- Pilar Gauthier

## **Pow-wow Committee:**

- Myrna Warrington, Chair
- Joan Delabreau
- Vyron 'Toby' Dixon III
- Michelle Pocan-Gonzalez
- Gena Kakkak
- Monty 'Dugan' Beauprey Sr.
- Gunner M. Peters
- Joey Awonohopay
- Briana Ninham

## **Neopit Community:**

- Vyron Dixon, Chair
- Craig Corn
- Myrna Warrington

## **South Branch Community:**

- Laurie Boivin, Chair
- Ruth Waupoose
- Gary Besaw

## **Zoar Community:**

- Joan Delabreau, Chair
- Myrna Warrington
- Lisa Waukau

# Administration

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Jonathan Wilber, Tribal Administrator

Annette Westphal and Cedar Kakkak, Assistant Administrators

It is the mission of Tribal Administration to:

- Promote and maintain a positive and cooperative working environment among all tribal programs and departments
- Ensure that tribal members are able to access the services they need, when they need them, without unnecessary barriers
- Lead by example with professionalism, timeliness, friendliness and follow through

**MENOMINEE LEADERSHIP ACADEMY:** The Menominee Leadership Academy enrolled the inaugural class this year. With the motto “Building and Sustaining our Future Leaders,” 34 participants from 19 tribal departments kicked off the Tribe’s first leadership development program. Over the course of the year, these 34 employees will participate in 12 sessions aimed at preparing them for future roles as leaders in tribal government. The 12 sessions are:

1. Knowing Yourself: Assessments to identify and harness your personal talents
2. Management and Leadership: What’s the Difference?
3. Menominee Culture, Traditions, Clans and Values
4. Menominee Tribal Government Documents & Our work with Indian Health Services
5. Historical Context of Trauma
6. Public Communication
7. Education, Childcare, & Employment
8. State Government Agencies
9. Local Government Agencies
10. Developing an Organizational Culture based upon MITW Principles
11. Working within a Diverse Organization
12. Supervising to Get Results.

Each session begins with a discussion and sharing of reflections from the previous session. Sessions conclude with time for journaling and reflective writing about the topic of the day. During the course of the year long program, each participant will volunteer for a minimum of 10 hours at any one of the following locations: the Woodland Boys and Girls Club, the Historic Preservation Department, the Menominee Language and Culture Commission, the Youth Development & Outreach Department or the UW Extension Program.

Participants were selected based upon applications submitted to the steering committee who designed the program. The final program was presented to and approved by each standing committee of the Tribal Legislature and entire Menominee Tribal Legislature.

**COMMUNITY ENGAGEMENT:** Tribal Administration continued the practice that began in FY2014 of replacing monthly directors’ meetings with quarterly community engagement workgroup meetings. The Community Engagement Workgroup (CEW) is a collaboration of community service providers who work together on issues that impact the health of our community. For the purposes of Community Engagement, health is defined broadly to address the underlying causes of poor health. The CEW utilizes a collaborative approach, working across typical departmental and governmental boundaries, to promote the community’s wellbeing.

Community Engagement began in 2006 with the aim of improving both community health rankings and low graduation rates. The first goals of the CEW were to: improve school readiness; reduce childhood obesity; and reduce teenage pregnancy. Statistics in each of these areas are showing significant improvements.

In 2014, Tribal Administration began requiring all Tribal Programs to participate in the CEW based on the belief that the challenges facing the community will only be improved or solved by the participation of all community programs.

Through CEW we are working from a shared vision, using a collaborative approach, and executing 90 day plans to complete a variety of tasks aimed at improving community health.

In 2015 work centered on the following:

#### Tribal Initiatives

- Utilization plan for unused tribal properties
- Development of Child Protection Code
- Finding funds for two Culture Camps
- Development of a Community Wide Data Collection System
- Implementing the Suicide Prevention Program

#### Community Wide Initiatives

- Coordinated Service Team
- Menominee Wellness Initiative
- Healthy Start
- Promoting student mental, emotional and behavioral health
- Preventing behavioral health problems, including substance abuse
- Fostering Futures/Trauma Informed Care
- Wrap Around Service Delivery

As part of the CEW, Tribal Directors are members of work groups that complete work using 90 day plans. (FY2015 work groups included those initiatives listed above.) Tribal Directors are encouraged to bring key staff to the CEW and work on those issues that they are passionate about. Each quarter progress on the 90 day plans are reported to the entire CEW and new 90 day plans are developed.

Community Engagement has helped the Tribe build new collaborative partnerships and breakdown boundaries that cause duplication of effort and challenges for community members who need help.

The following community service providers and tribal departments are part of the CEW:

Menominee Indian School District and all District Schools  
Menominee County Human Services  
College of Menominee Nation  
Menominee Tribal School  
Menominee Tribal Clinic  
Menominee Tribal Housing  
Johnson O'Malley Program  
Menominee Tribal Recreation Department  
Menominee Tribal Social Services  
Maehnowesekiyah Wellness Center  
Menominee Tribal Courts  
Menominee Tribal Police  
Licensing and Permits  
Menominee Tribal Maintenance  
Maehnowesekiyah Wellness Center  
Department of Lending and Tribal Taxes  
Tribal Finance  
Tribal Administration  
Tribal Insurance  
Tribal Human Resources  
Menominee Nation News  
Tribal Legal Services  
Menominee Regional Public Transit  
Menominee Food Distribution  
Youth Development and Outreach  
Community Resource Center  
Community Development

Tribal Gaming Commission  
Early Childhood Services  
Tribal Prosecutors Office  
Menominee Detention Center  
Menominee Tribal Utilities  
Environmental Services

**IMPROVING TRIBAL JUSTICE SYSTEMS:** Tribe received a grant award from the Department of Justice to develop a Tribal Justice Strategic Plan. We are working closely with a core workgroup and technical advisors from Fox Valley Technical College on the project. The Tribal Justice Strategic Planning Workgroup has reached consensus on the following mission and vision statements:

*The **mission** of the Menominee Tribal Justice Strategic Planning Group is to promote and advocate the need for a restorative environment with unconditional support and compassion in a structured yet flexible judicial system for all Menominee people and community members.*

*The **vision** is a justice system founded in Menominee culture that embraces a trauma-informed care approach where all Menominee community members feel safe and live in peace.*

Currently, the Tribal Justice Strategic Planning Workgroup is in the data collection phase, where the workgroup has identified missing data and various strategies to obtain the missing data. The data collected will provide a foundation for the development of the goals and objectives.

**NEW DIRECTORS FOR TRIBAL PROGRAMS:** Seven departments within Tribal Governments underwent leadership changes during FY2015. Two of those new leaders report directly to the Tribal Chairman's Office. Mark Waukau, Sr. was elected to a seven year term as the Chief of Police and took office in February of 2015 leading the Tribal Police Department. Greg Smith was hired by the Menominee Tribal Legislature in June of 2015 as the new Finance Director. Lori Corn was hired by and reports directly to the Tribal School Board of Education in August of 2015 as the new School Administrator.

Four new directors report to Tribal Administration:

Jerrit O'Kimosh was hired as the Jail Administrator in March of 2015  
Michael Waupoose was hired as the Director of YDO in December of 2014  
Pilar Gauthier was hired as the Director of Wellnes Program in June of 2015  
Wayne Wilber was hired as the Director of Tribal Housing in August of 2015  
AnnMarie Johnson was hired as the Director of Lending and Tribal Taxes in August of 2015

**IMPROVING AND EXPANDING THE DETENTION CENTER:** During 2015, in response to concerns related to cleanliness and safety, the Menominee Tribal Legislature placed the Administrator of the Tribal Jail under the supervision of Tribal Administration. The position had previously reported to the Chief of Police. The Tribe was awarded a \$950,000 grant from the Department of Justice to expand the jail facility to address concerns with overcrowding and provide space for programming for inmates at the Jail.

Construction of the expansion is expected to be completed in the fall of 2016.

**COMBINING PROGRAMS TO PROMOTE COLLABORATION AND SAVINGS:** Tribal Administration, Daycare and Head Start finalized plans to consolidate the former Head Start and Daycare into one department named: Department of Early Childhood Services. Gary Pyawasay, the Head Start Director at the time of the merger, leads the new department. The projected annual savings in both Tribal and Federal dollars will be over \$119,000. Major benefits of the change include: An ability to develop a common tribal education curriculum focused on the 0-5 age group to prepare children for success; the ability to share training resources, staff resources and staff credentialing programs more effectively; the ability to provide wrap around services that focus on the needs of children – specifically children who attend Head Start for part of the day and Daycare for part of the day; the ability to move department staff between buildings, eliminating transportation issues for parents. The Amendment to Chapter 98 (Government Plan) combining these two departments was approved by the Governmental Affairs Committee on 12/23 and was approved by the Menominee Tribal Legislature in January of 2015).

**INCREASING ON RESERVATION HOUSING OPPORTUNITIES:** Tribal Administration worked closely with the Housing Department to transition three previously unused Tribal residential properties to Housing for the purpose of creating an inventory of homes for use in a market based rental program. The goal is to increase the number of homes available for rent on the reservation for tribal members. The Menominee Tribal Legislature also authorized the purchase of select properties from Menominee County's foreclosure action that will also become part of the rentals available under the initiative.

Unlike the traditional programs at Housing where low rents are supplemented by federal housing dollars to maintain homes, the new program will charge qualified renters market rates to support the program, maintain inventory and grow the inventory of homes. The program will fill a long time gap in available housing on the reservation.

Five homes are currently being rehabilitated and the first tenants are expected to move in during that later part of 2015.

**FY2015 Grant Wins:** The grant writing function within Tribal Administration has undergone changes during the past year to improve the content, presentation, and quality of grant applications submitted to funding agencies. This has involved conducting more advanced planning, becoming more selective when choosing grants to pursue and focusing on collaboration among departments. This new approach has resulted in a significant increase in funded applications during FY2015. In total, the Tribe was awarded \$13,177,034 in grants during FY 2015. This is an increase of \$3,813,843 over FY2014 when \$9,363,191 in grants was awarded.

#### **OTHER ACTIVITIES:**

- Continued to grow the elderly long term care case management program for Tribal Members. Cases have grown from 23 when the program was managed only at the County to more than 100 elders now receiving services.
- Worked with the Human Resources Departments at the Casino, MTE and CMN to update the Menominee Preference ordinance for approval by the MTL.
- Prepared justification for MTL to utilize a portion of the Indian Health Services Contract Support Cost settlement dollars to provide emergency generators in all tribal communities and at all elderly meal sites. MTL approved this plan in the summer of 2015 and installation of generators at Zoar Community Center, Menominee Tribal School, Neopit Elderly Meal Site, Maehnowesekiyah, the Wolf River CBRF, the Keshena Elderly Meal Site and the South Branch Community Center will be completed by November of 2015. This will provide shelter and warming centers in all reservation communities during times of emergency.
- Working with the Maehnowesekiyah Wellness Center to introduce and develop Wrap Around Service Delivery model to help tribal members address the impacts of trauma.
- Working toward a new model for maintaining all tribal buildings. Buildings currently staffed with the support of Indirect Costs or direct contract funds (such as the LEC) have budgets and adequate maintenance staff, while others supported by grant or tribal dollars have little staff or financial resources for maintenance and upkeep. This has led to situations where minor issues have turned into major repairs. Based on 2015 budgets – the Tribe currently maintains more than 360,000 square feet of space at a combined budget of \$3,293,954.58. This equates to a per square foot cost of \$9.03 per square foot. Across the tribe there are 18.5 maintenance staff, 19.25 housekeepers, and 3 administrative staff in maintenance departments (this does not include the staff who maintain housing units). Tribal Administration will be developing a centralized maintenance model for consideration that might balance the staff and resources to be certain that all buildings are properly maintained and that might result in a cost savings across the tribe.
- Coordinated the development of a work plan with the Casey Foundation to provide the Tribe support in the development of a Child Protection Code.
- In conjunction with Legal Services, Administration assisted Community Development staff with the Land Into Trust application process. We currently have in excess of 220 parcels that either need to be submitted to the Bureau of Indian Affairs (BIA) or are in various stages of BIA review and action.
- Worked in collaboration with Menominee Language and Culture Director, the Chairman and others to prepare and develop a language training program for future immersion instructors. The Menominee Language is in danger as the number of our first language speakers are getting smaller. The Tribe will recruit 10 trainees to become Immersion Instructors capable of teaching in a future immersion school program.
- Continued collaboration with College of Menominee Nation to develop public service announcements for broadcast on the Tribe's Public Access Channel with Charter Cable. We are looking for other ways to collaborate with the Digital Media Program at CMN so that the students can get hands on experience and coursework, the end result will be promoted publically throughout the community.

- Tribal Administration worked with several departments to coordinate the Menominee March to Madison. The event was a cultural, community and educational event that brought Menominees and other tribal and state communities together in a positive manner.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget - Tribal Administration					
	Indirect Cost Pool	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 488,637	\$ -	\$ -	\$ -	\$ -	<b>\$488,637</b>
Fringe Benefits	197,304	-	-	-	-	<b>197,304</b>
Travel	1,978	-	-	-	-	<b>1,978</b>
Training	10,000	-	-	-	-	<b>10,000</b>
Equipment	1,950	-	-	-	-	<b>1,950</b>
Supplies	8,000	-	-	-	-	<b>8,000</b>
Contractual	13,750	-	-	-	-	<b>13,750</b>
Space Lease/Rental	40,540	-	-	-	-	<b>40,540</b>
Software	2,667	-	-	-	-	<b>2,667</b>
Advertising	750	-	-	-	-	<b>750</b>
Postage	750	-	-	-	-	<b>750</b>
Meeting and Related	7,500	-	-	-	-	<b>7,500</b>
Photocopies	3,000	-	-	-	-	<b>3,000</b>
<b>Totals ►</b>	<b>\$ 776,826</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 776,826</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

## Aging and Long-Term Care

Denise Pommer, Director

**MISSION STATEMENT:** The mission of the Aging Division is to respect and honor the traditions of our elders by providing services that promote independent living and enhance quality of life.

**AN OVERVIEW OF THE AGING NETWORK AND FUNDING SOURCES:** The Administration on Aging (AoA), located in the U.S. Department of Health and Human Services, is the federal agency responsible for programs authorized under the Older Americans Act of 1965. A portion of the aging services are funded through the Federal Title VI Grant for Native Americans and by Title III funding through the Greater Wisconsin Agency on Aging Resources (GWAAR). Typical aging programs funded by Titles VI and III are the Nutrition program operation, Elder Benefit Specialist program, Family Caregiver program, Preventative Health, and Supportive Services that include personal care, homemaker, chore services, case management, assisted transportation, information and assistance, outreach, temporary respite, and adult day care.

Grantees of the federal and state funding sources are required to abide by the contract terms of AoA and GWAAR, the AoA Title VI Resource Manual and a Manual of Policies, Procedures and Technical Assistance for The Wisconsin Aging Network, in addition to all Tribal policies. The use of Title VI funds is directed toward Native Americans age 55 and over, and Title III funding is provided for individuals who are age 60 and older in accordance with the Older Americans Act.

To support the programs and services provided, additional funding is provided through other grants such as CTAS funds used for Elder abuse prevention activities, and CSBG that is used to support the lifeline program, purchase loan closet equipment and to provide emergency assistance, Money Follows the Person Tribal Initiative that is used to support travel, training, and other efforts to expand long term care services and supports. New grant funded positions within the department include an Aging and Disability Resource Specialist (ADRS) and a Tribal Dementia Care Specialist (TDCS). The ADRS will serve to provide information and assistance and once fully trained will conduct functional screens serving as an entry point into the Tribe's Medicaid waiver program. The TDCS will provide education and supports to persons with dementia and their families, and will assist in implementing strategies to create a dementia friendly community.



Because the amount of grant funding that is received is insufficient to cover the total expense, the Tribe funds other department expenses. The activities that are provided for Elders using Tribal funding are limited to Tribal members only who are age 55 and over. In addition to the array of programs and services seen above, the department services include snowplow services, firewood, air conditioners, Goodwill vouchers, an annual Christmas party and Tribal picnic. Along with resident contributions, the Tribe also funds the Wolf River Community Based Residential Facility which is within the Department of Aging and Long Term Care, as is the Long Term Care Medicaid Waiver program.

The Department of Aging and Long Term Care is unique among other county or Tribal aging units statewide as the Menominee Tribe administers the only combined Tribal/County Aging Unit in the state. In addition, the Menominee Tribe is one of only two Tribes in the state that operates a Medicaid Waiver program.

The Director, under the direct supervision of Tribal Administration, oversees the vast array of programs and services and reports to the Health and Family Committee. The Commission on Aging acts in an advisory capacity whose members serve to represent the views, interests, and concerns of the elder population. A Nutrition Advisory Committee is a separate body that provides input on matters related to the delivery of nutrition and nutrition supportive services.

**ELDER BENEFIT SPECIALIST PROGRAM:** The purpose of the Elder Benefit Specialist (EBS) Program is to provide access to benefits, entitlements, and legal rights for older persons. Our EBS, Lynnette Wychesit, provides information, advice, referral and assistance to older individuals regarding eligibility and issues related to public benefits and services, health care financing, insurance, housing and other financial and consumer concerns. Referrals are made for individuals in need of legal representation to the private bar or Wisconsin Judicare. The Elder Benefit Specialist works with the families and residents of the Wolf River Community Based Residential Facility (CBRF) on issues related to Medicare and other benefits issues, and to secure the CBRF as the residents' representative payee for Social Security benefits. Lynnette is available to meet with Elders in their homes, in office, at the senior centers, or wherever is most convenient for the Elder. During FY 2015, program services were provided to an unduplicated number of 254 Native American individuals and 3 non-Natives.

The Director provides supervision of the Elder Benefit Specialist on all issues regarding compliance with tribal policy and procedures, staff efficiency, and task management. Wisconsin Judicare serves as the legal backup provider accepting referrals from the Elder Benefit Specialist when legal representation is necessary. The Elder Benefit Specialist is a member of the Wisconsin Association of Benefit Specialists and attends ongoing training to remain current with updates in public benefits. Two Medicare Savings Program presentations were made at each senior center and at the South Branch Community Center. Collectively 160 persons were in attendance. A Wisconsin Judicare Guardianship presentation held at the Convention Center was attended by 30 persons. In addition, our Elder Benefit Specialist manages our loan closet, and is responsible to prepare and distribute our department's monthly newsletter, the Moccasin Print. In 2015 there were 48 items loaned out to Elders within the community and 4,380 newsletters were distributed.

The elder population is encouraged to contact our Elder Benefit Specialist, Lynnette Wychesit, for assistance or inquiry regarding public benefits. Legal assistance to complete a Living Will/Last Will and Testament is available by Judicare and for your convenience the Judicare attorney travels to the reservation; simply contact Lynnette to arrange an appointment.

**NATIVE AMERICAN COMMUNITY CAREGIVER PROGRAM:** The Native American Community Caregiver Program serves person's age 55 and older and is staffed by the full time Community Caregiver Coordinator and two full time Community Caregivers, all of whom are Certified Nursing Assistants. The caregiver program primarily assists the family caregiver of elders who are chronically ill or have disabilities providing services that include information and assistance, providing current information on opportunities and available resources, case management, outreach, health and wellness promotion, transportation, chore services, in-home services such as personal care assisting with activities of daily living, and other supportive services that contribute to the welfare of the elders.

During FY 2015 the unduplicated number of individuals served was 135. Caregiver staff completed 805 home visits, up over 13% compared to the prior year, providing a variety of services that included, in descending order of highest need for service, homemaker duties, temporary respite care, personal care, other such as assisted transportation, case management, and visiting, supportive services, outreach, information and assistance, and counseling and training. There were 44 home delivered meal assessments completed. In addition to in-home care, health screenings were conducted in the community. The total numbers of health screens completed were 45 in Keshena, 25 in Neopit, and 49 in South Branch.

The program coordinator also serves as liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparent programs. The individuals who serve in these programs are considered volunteers who spend time with elders and in the schools, Head Start, and Daycare settings. A National awareness topic is provided to these individuals at monthly in-service trainings.

**SENIOR NUTRITION PROGRAM:** The nutrition program provides hot, nutritious meals to homebound elders and in the congregate setting at the senior centers serving meals Monday through Friday 10:30am until 12:30pm with the exception of Holidays and weekends. Funded by Tribal, State, and Federal funds, our meals are designed to help you stay healthy; the menus are created with input from the cooks and clinic dietician and reviewed by the local nutrition committee. Each center is staffed with a full time Head Cook and part time Assistant Cook and when available by individuals through the JTPA program, NICOA, and volunteers. Our centers serve to provide much more than a meal. Elders can use the centers as an opportunity to socialize and do activities such as playing cards, bingo, working puzzles, or visiting and enjoying the company of others. Informational materials on nutrition and other topics of interest and community events can be found posted in the centers. During FY 2015 the total number of meals served was 37,654, up almost 4% from the previous year.

The nutrition program is regulated by the Wisconsin Aging Network Manual of Policies and Procedures and by tribal law. Persons eligible for congregate meals must be age 55 or older, any spouse who attends the dining center with their spouse who is age 55 or older, and disabled individuals who reside at home with an eligible elder participating in the program. Persons eligible for home delivered meals must be age 55 and older, frail and essentially homebound. Flexibility is allowed for medical appointments and only occasional personal reasons such as hair care or other services that are important to the persons' quality of life. Other criteria includes that the individual must be unable to participate in the congregate meal program, that there is no spouse or other adult living in the home who is willing to prepare meals, that any special dietary needs can be met, that the individual is able to feed themselves or have someone available to assist with dining, the individual is unable, physically and emotionally, to obtain food and prepare adequate meals, and that the person agrees to be home when the meals are delivered. Each person applying for home delivered meals will receive an assessment in their home to determine the individuals' level of need for this service. Reassessment of the continued need for home delivered meals will be done in the home of the participant every six to twelve months.

**EMERGENCY ASSISTANCE:** Emergency assistance in 2015 was provided utilizing the Community Services Block Grant (CSBG) to address the needs of low income elders with utility assistance to avoid disconnection, with heating problems particularly in weather related emergencies, to avoid eviction from their homes, and other emergency situations that jeopardize the elders' health, safety and welfare. In FY 2015 financial assistance was provided for 94 emergency assistance occurrences. The types of assistance included 54 applications processed to purchase LP gas or fuel oil, 7 furnace repairs, 16 utility bills, 6 septic systems were repaired, 3 persons were provided housing/rental assistance, 2 homes required electrical repairs, 1 for plumbing issues, 3 appliance repairs or replacement, 1 hot water heater was replaced, and 1 home required heating duct/supply vent repair.

The emergency assistance funds are limited and in an effort to provide financial assistance to a greater number of Elders in need, assistance is provided on a one time basis per individual and one time per household during the fiscal year October 1 through September 30. Eligibility criteria include that the applicant must reside within the boundaries of the reservation and income must not exceed the federal poverty guideline of 125% for use of CSBG funds. Applications are available at the aging office located in the lower level of the Wolf River CBRF and at the senior centers in Keshena and Neopit

**GOOD NEIGHBOR CERTIFICATES:** This is a program sponsored by Goodwill to provide community organizations with a limited number of certificates valued at \$25.00 for distribution to elders in need. Certificates may be used to select \$25.00 worth of merchandise at any Goodwill store. A total of 112 vouchers were distributed in the last fiscal year. Elder's may inquire about this program by calling the aging unit.

**LIFELINE MEDICAL ALERT:** Limited assistance is provided for elder's to obtain the Lifeline Medical Alert, a secure personal medical alert emergency response service designed to help seniors live with greater independence. For financial assistance you must be at income at or below 100% of the Federal Poverty Level, have a medical problem or physical disability, have a prescription from your physician, have a land line telephone, and have 3 relatives, friends, or neighbors who live within 15 minutes of your home, who have access to a key for your house, and who will come to assist you if needed.

**MAINTENANCE:** The maintenance department is staffed by the supervisor and general maintenance worker both who work full time to provide routine and preventative maintenance on the department vehicles and facilities including the CBRF in accordance with DHS regulations. Additionally, they provide snowplowing, air conditioner installation, firewood delivery, delivery of durable medical equipment, minor home repairs, and other. The Maintenance Supervisor remains actively involved in the Local Emergency Planning Committee meetings and both staff members serve in emergency response efforts.

**SNOWPLOWING:** The Menominee Tribal Legislature passed a motion to approve a fee of \$15.00 per occurrence for snow plow service to elders ages 55 to 62 and who are not Medicaid Waiver clients. The new fee became effective in the 2014 snow season. In 2015 snow plow services were provided at 161 homes. Of those 16 were homes of Elders aged 55 –

62, 90 homes were occupied by Elders age 63 and over, and 55 were the residence of Medicaid Waiver clients. Plowing service decreased by 24% at homes occupied by Elders age 63 and over; however, we also had a 76% increase of waiver clients receiving this service. The increase in waiver clients includes individuals that were previously counted in the 63 and over category so some of the same homes continued to receive the service, but changed within the categories reported. Tribal Elders' age 63 continue to receive snow plow services free of charge and services provided to waiver participants are billed to the Medicaid program. Snow plow applications are required each year and can be obtained at the aging office and at the senior centers in Keshena and Neopit.

The purpose of the snowplow service is to ensure access for medical transportation, nutritional meals, and other aspects of functional living. Plowing occurs when the snowfall accumulates to 3 inches of snow or more. Driveways must be free of obstructions such as vehicles, campers, bicycles, etc. During the 2015 season there were 3 snowfalls that during the months of December through March that prompted plowing. Because of the high number of homes that are plowed and because our department has only two trucks and two operators, it can take up to two days per snowfall to reach every home on our snow plow list.

In the upcoming winter season please remember that every effort is made to meet the snow plowing demand as quickly and as safely as possible; however, because not every snow event is the same, during heavier snow falls it will take longer to clear all driveways. Unpredictable weather, hazardous driving conditions, and limited resources make it impossible to plow as quickly as many people would like. Our drivers maintain a specific route, and to insure their safety, we ask that you remain patient.

**LOAN CLOSET:** Durable medical equipment is loaned on a temporary basis to Elders who are in need of such items due to illness, injury, surgery, etc. During the FY 2015, a total of 48 items were loaned out that included 7 wheelchairs, 8 walkers with baskets and seats, 5 folding walkers, 3 hospital beds, 5 commodes, 5 shower bench/chairs, 1 bedside tables, 1 bedside tables, 1 cane, 8 space heaters, 1 lift chair, 2 grab bars, and 2 toilet seat hand rails. If you are in need of a loan closet item please contact Lynnette Wychesit at the aging office. A signed agreement is required and is available at the aging office. Loan closet items can be picked up and larger items are delivered and set up by our maintenance staff.

**FIREWOOD:** Eligibility for firewood requires that you must be an enrolled Menominee and reside within the community. Distribution is limited to one truckload per household and may be limited further if limited supply should occur. There were a total of 85 deliveries of firewood made in 2015. Applications are required annually and are available at the aging office and the senior centers in Keshena and Neopit.

Cutting, splitting, and delivering firewood is a challenge for our two staff members and we rely upon volunteer help to get the job done. We are grateful to the 20 to 30 volunteers who arrive once a year from the Appleton and St. Louis areas to help accomplish this work and extremely thankful for the local area men who help get wood out to the Elders.

**AIR CONDITIONER INSTALLATION:** Because extremely high temperatures may impose stress on the Elderly and ill, the aging department loans out air conditioning units to reduce and prevent health dangers associated with extreme high heat index and humidity. Because we have a limited number of units a priority in lending is given to those persons who are the most vulnerable. Priority is established for frail and disabled Elders age 65 and over and for Elders who have documented health conditions that warrant the need for an A/C unit. Eligibility includes that you must be an enrolled Tribal member and must reside within the boundaries of the reservation. Only one A/C unit is loaned per household. In 2015 there were 23 air condition units delivered and installed.

**ACTIVITIES:** FY 2015 activities supported by the Tribe and hosted by the aging unit included the annual Elders Christmas party, and the Elder's annual picnic. Transportation was provided for elders to attend these events and the Indian Summer Fest in Milwaukee, and the Annual General Council.

**ELDER ABUSE PREVENTION GRANT:** The Department of Aging and Long Term Care manages a grant that is designed to increase awareness of elder abuse to mitigate the risk of abuse by linking the issue with the traditional cultural norms of respect and reverence for tribal elders and to pass that cultural legacy on to the youngest generations of Menominee. The Coordinated Tribal Assistance Solicitation Grant (CTAS) awarded to our department for our Elder Abuse Prevention projects received a six month no-cost extension through March 31, 2015. Through this grant we have offered several Elder Abuse Awareness Conferences and events. Through the outreach and awareness efforts since January of 2015 the numbers of elder abuse reported increased by 75%.

In the past year the conferences have included a caregiver's conference with 12 in attendance, service provider's conference with 25 in attendance, and three Mending Broken Hearts conferences. In addition to conference planning, the grant coordinator, Raquel Boyd, offers advocacy to Elders in making reports of elder abuse. We are also working on two book projects, the goals of which are to reinforce or restore the value of respect to our Elders and are intended as a means to mitigate elder abuse.

The Mending Broken Hearts program was well received by our elders. The program offers culturally-based healing from loss, unresolved grief, Historical Trauma, and Intergenerational Trauma, all of which challenge personal wellness. In the three day conference offered through the CTAS grant, participants explored unresolved grief and the natural order of healing from grief and loss in a safe and supportive setting. The Mending Broken Hearts program is a powerful experience, at the conclusion of which, participants leave with a renewed sense of self along with tools and traditional practices that further aid the healing process. In total 33 elders attended the program and personal comments, collected in evaluation forms, best illustrate the success of the program. A sampling of the elder comments include: "This was truly a healing. I thought it was ok, but I learned how to let out the hurt." and, "Positive thinking will change my outlook on Life & can make my life healthier." Because healing from various forms of trauma is the focus of the Mending Broken Hearts program, we felt the program is a good "step in the right direction" with regard to trauma in our community. Many of the elders expressed the need for an added number of this same conference for tribal members.

The Department of Aging and Long Term Care was awarded another grant from the Office of Violence Against Women (OVW) titled "End Abuse in Later Life." The grant will assist both men and women in danger or crisis and will continue to offer advocacy for elder victims of abuse, conferences to promote the concept of "Eldership" and Empowerment, and more.

The project coordinator currently participates in the CCRT meetings and Tribal Justice Strategic Planning meetings, and has a conference planning committee that consists of a Tribal Elder, and members from Maehnowesekiyah, Menominee County Human Services, Nations of Wellbriety, Inc., Historic Preservation, and Woodland Women's Group who volunteer their time to our planning and program efforts.

**HOME AND COMMUNITY BASED SERVICES (HCBS):** The Tribe through the Department of Aging and Long Term Care continues to expand our Medicaid Home and Community Based waiver program. The HCBS Waivers allow the Tribe to provide long term care services to functionally and financially eligible individuals in the community, thereby creating an important alternative to institutional care. The Tribe receives 100% federal reimbursement for the cost of all allowable Medicaid waiver services and eligibility is based on Medicaid eligibility criteria found in the Wisconsin Medicaid Manual. An individual must be both functionally and financially eligible to participate in the program and the program currently serves the frail elder population age 65 and over, and the physically and disabled population age 18 and over.

The waiver program enables us to provide critically needed services to Tribal members in their own homes and community. The Department Director serves on a Long Term Care Study Workgroup along with the Department of Health Services and representatives from the other Tribes within the state. The work of the group is focused on sustaining the HCBS program and to that, the state is preparing to submit a Tribal Only Waiver Option to the Center for Medicare and Medicaid Services (CMS) which is the Federal authority to approve the Tribes continuing to manage our own waiver programs. The Director has remained actively involved with the workgroup and has advocated for change to the waiver program that will amend the definition of a frail elder to age 55 which will allow us to serve a greater number of Tribal members. Advocacy for change also includes amending the waiver program to allow for home repairs, and other.

According to the Director of the Office of Indian Affairs with the Administration on Aging, the Menominee Tribe is leading in the Nation in building long term care services for our Tribal population utilizing a 1915 (c) Medicaid waiver authority. In other efforts to promote CMS approval of a Tribal Only Waiver, in August, the Tribe's Director of Aging and Long Term Care accepted the invitation to present a workshop at a plenary session at the Title VI National Conference held in Washington D.C.

In 2015 the Long Term Care program continued to experience growth and since the Tribe expanded our role we have seen an increase from 32 persons to 128 waiver clients, and an additional 21 application that are in the approval process. Since October of 2014 we have received on average 2 to 3 client referrals per month. The Tribe responded to the growth with the hire of two long-term care case managers in 2015 and we anticipate additional Tribal hires will be made in the upcoming fiscal year.

**CURRENT CASELOAD:** There are currently 128 clients served in the Tribal Medicaid waiver program which is an increase of 75% since the Tribe began to expand our program by transferring eligible participants from the county program into the Tribal waiver program. Indian Health Service eligible waiver participants are now automatically placed within the Tribe's waiver program, rather than the county, which allows for a greater number of persons who are served, and an increase in the type of needed services being provided.

**CASE MANAGEMENT:** A contract with the county to provide case management remains in place; however, as stated previously, the Tribe has hired two positions within the department to work exclusively on the administrative functions and case management. As the program grows it is also evolving. Our Administrative Coordinator position description will

be revised to more accurately reflect the need of the position which is data entry and other support duties, and additional case managers will increase both our capacity to serve as well as our third party revenue to sustain the program.

**ALLOWABLE AND BILLABLE SERVICES:** Medicaid allowable billable services can include the cost of case management, provision of personal care services, adult day services, respite care, adaptive aids, residential care, home modifications, home delivered meals, housing startup costs, chore services, supportive home care workers, and much more.

**WHY THE TRIBAL ONLY WAIVER PROGRAM IS IMPORTANT:** There is no greater cultural competence than a Tribe caring for its own community rather than Tribal members needing to go to an outside agency. Tribal administration of a Tribal Waiver Program supports and strengthens the Tribe's sovereignty and our ability to manage our own affairs. Most importantly this program enables the Tribe to provide the critically needed services to Tribal members at an earlier age and includes the provision of services for our physically and disabled populations.

Because every eligible waiver participant generally has at least one supportive home care worker more jobs will be created as the number of program participant's increase. Tribal departments that provide the same Medicaid allowable and billable services can be reimbursed for those services provided to eligible waiver clients thereby stretching their department funds to serve additional persons. In 2015 the Community Development department began providing lawn care services for 7 of our waiver clients, and we are able to reimburse that department through our waiver program.

**HOME REPAIR/REPLACEMENT:** The cost savings realized by the county, due to the transfer of clients from the county into the Tribe's program, is used for the provision of home repairs, modifications, replacement, and extermination services. In 2015 the amount spent for home repairs and replacements totaled \$62,176.51. Home repairs and modifications included new windows, roofs, gutters, doors, ramp, bathroom remodels, unsafe porch replacement, and a down payment on a new home.

**WOLF RIVER COMMUNITY BASED RESIDENTIAL FACILITY (CBRF):** Mission Statement: To provide a safe, secure, and comfortable home-like atmosphere for our elderly residents...To maintain and encourage the highest possible level of independence consistent with each residents' ability...To provide that level of assistance with activities of daily living that will optimize each resident's physical and mental wellbeing.

The Wolf River CBRF is licensed through the State of Wisconsin and regulated by the Wisconsin Administrative Code DHS 83. Wolf River is licensed as a 15 bed, class CNA (C Non-ambulatory) facility and serves Elders age 60 and over and Alzheimer or other irreversible dementia. The facility may serve residents who are ambulatory, semi-ambulatory, or non-ambulatory and admission is based on an assessment to identify the needs of the potential resident to ensure that those needs can be met at the CBRF. In 2015 an annual pharmacy review and State Survey resulted in no findings.

The CBRF is funded by the Tribe, resident contributions, and through the Federal Medicaid reimbursement for residents who qualify for the Medicaid Waiver program. The staff consists of a licensed nurse who supervises all medical needs, Certified Nursing Assistants provide assistance, as needed, with the Activities of Daily Living such as bathing, personal hygiene, dressing, eating, and toileting, a Cook who consults with a dietician to ensure well balanced and attractive meals, and the maintenance staff who keep the facility and grounds safe and attractive.

We began FY2015 with 7. There were admissions and discharges throughout the year and at year end we have 9 residents. In addition to personal care services, as needed, each resident has a private room and receives services that include medication management, transportation to medical appointments, meals and snacks, activities and outings, and laundry service.

Activities in 2015 included participation in the Elders picnic and annual Christmas party, attending the Memorial Day Parade, a trip to the NEW Zoo in Green Bay, a picnic in Shawano, shopping in Shawano, several bus outings around the reservation and surrounding areas, and Bingo trips to Oneida and Keshena.

Staff participated in training on customer service, abuse prevention, medication management, resident rights, standard precautions, dementia, emergency procedures, statewide tornado drill, and CPR.

An Adult Day Services program is offered to community members. The program is a fee-for-service that provides an affordable alternative for elderly persons who may require some assistance while their primary caregiver is away from the home during the day or otherwise unavailable to provide care. Respite services are also available for community members. The goal of the Respite Care is to provide temporary placement for no more than 28 consecutive days for care, treatment, or services so that the primary caregiver can have a period of respite. Unlike the Adult Day Services, elders participating in Respite Care remain at the facility overnight and around the clock during their stay. The rate for these services is based on the elder's income and participating persons must be age 60 and over. For both services, a screening

assessment is completed to determine if the services will meet the elders' needs. In 2015 we provided 20 respite care service days.

Our staff serves to provide efficient services to the elders of the community and we welcome your input on any current or proposed services that you feel would be important for our elder population. Please feel free to contact us with any questions or requests for service at the contact information provided below.

#### CONTACT INFORMATION:

Department of Aging and Long-Term Care	715-799-5240
Fax	715-799-5278
Keshena Senior Center	715-799-3964
Neopit Senior Center	715-756-2290
Denise Pommer, Director, <a href="mailto:dpommer@mitw.org">dpommer@mitw.org</a>	715-799-5271
Colleen Connahvichnah, Admin Assistant, <a href="mailto:cconnahvichnahmitw.org">cconnahvichnahmitw.org</a>	715-799-5272
Lynnette Wychesit, Elder Benefit Specialist, <a href="mailto:lmwychesit@mitw.org">lmwychesit@mitw.org</a>	715-799-5688
Tanaes Washinawatok, Family Caregiver Coord, <a href="mailto:twashinawatok@mitw.org">twashinawatok@mitw.org</a>	715-799-5929
Matthew White, Maintenance Supervisor, <a href="mailto:mwhite@mitw.org">mwhite@mitw.org</a>	715-799-3224
Gail Hanseter, CBRF Nursing Supervisor, <a href="mailto:ghanseter@mitw.org">ghanseter@mitw.org</a>	715-799-5275
Raquel Boyd, Elder Abuse Prevention Coordinator, <a href="mailto:rboyd@mitw.org">rboyd@mitw.org</a>	715-799-5974
Melanie White, Aging and Disability Resource Specialist, <a href="mailto:mwhite@mitw.org">mwhite@mitw.org</a>	715-799-5270
Dennis Zack, Long Term Care Program, <a href="mailto:dzack@mitw.org">dzack@mitw.org</a>	715-799-5888

#### COMMISSION ON AGING CONTACT INFORMATION AND THE AREA THEY REPRESENT:

Dale Kakkak,	Keshena
Agnes "Rosie" Nahwahquaw	Neopit
Deborah Lyons	West Branch
Rebecca Brunette	South Branch
Roberta Robinson	Zoar
Olga Doran	Lakes Area
Wilda Vele	Middle Village
Ruth Waupoose	Menominee Tribal Legislature
Anthony Waupochick Sr.	Menominee County Board

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget – Wolf River CBRF					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	\$ 139,836	\$ -	\$ -	\$ -	151,061	\$ 290,897
Fringe Benefits	48,240	-	-	-	53,933	102,173
Training	81	-	-	-	-	81
Supplies	5,292	-	-	-	1,848	7,140
Contractual	3,468	-	-	-	453	3,922
Utilities	10,187	-	-	-	-	10,187
Indirect Costs	21,389	-	-	-	92	21,480
Licenses &Permits	1,379	-	-	-	-	1,379
Resident Food Supplies	12,258	-	-	-	-	12,258
Insurance	483	-	-	-	-	483
Building Maintenance	3,210	-	-	-	397	3,606
<b>Totals ►</b>	<b>\$245,823</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>207,784</b>	<b>\$ 453,607</b>
Fund/Totals Ratio:	54.19%	0.00%	N/A	N/A	45.81%	



PROGRAM INCOME/REVENUE – Wolf River CBRF	FY2014 Fund Balance	FY2015 Amounts		
		Generated	Expended	Balance
Elderly CBRF Resident Pay	\$ -	\$104,600	\$ -	\$ 104,600
Inter CIP II - 100% Tribal Match	-	296,869	-	296,869
Other (Respite care pay)	-	4,600	-	4,600
Donations	-	8,899	7,763	1,137
Job Shadow Reimbursement	-	238	-	238
Non-Ordinance Interest	-	25,738	-	25,738
Fund Balance Retained Earnings	67,957	-	42,756	(42,756)
Retainage Payable	4,295	-	4,295	(4,295)
<b>Totals</b>	<b>\$72,252</b>	<b>\$440,944</b>	<b>\$ 54,813</b>	<b>\$ 386,131</b>

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget – Aging (non-CBRF)					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	\$ 125,762	\$ -	\$ 400,154	\$104,871	\$ -	\$ 630,787
Fringe Benefits	39,255	-	180,456	41,604	-	261,314
Travel	1,102	-	689	821	-	2,612
Training	1,000	-	994	126	-	2,120
Equipment	856	-	13,508	5,422	-	19,785
Supplies	4,767	-	310,875	70,038	-	385,680
Contractual	7,068	-	3,269	113	-	10,449
Utilities	16,639	-	16,906	-	-	33,545
Space Lease/Rental	-	-	968	-	-	968
Indirect Costs	22,427	-	88,973	120,396	-	231,796
Insurances	5,850	-	-	-	-	5,850
Building Maintenance	952	-	-	-	-	952
Vehicles	12,598	-	-	-	-	12,598
Direct Assistance	-	-	-	24,391	-	24,391
Public Info /Advertising	-	-	1,125	-	-	1,125
Meal Site Donations	-	114	-	-	-	114
Program Activities	-	-	15,865	-	-	15,865
Respite/Adult Day Svs	-	-	-	2,721	-	2,721
Elder Transportation	-	-	-	22,500	-	22,500
<b>Totals ►</b>	<b>\$ 238,276</b>	<b>\$ 114</b>	<b>\$1,033,780</b>	<b>\$393,002</b>	<b>\$ -</b>	<b>\$ 1,665,172</b>
Fund/Totals Ratio:	14.31%	0.01%	62.08%	23.60%	N/A	

PROGRAM INCOME/REVENUE – Aging (non-CBRF)	FY2014 Fund Balance	FY2015 Amounts		
		Generated	Expended	Balance
Snow Plow Reimbursement from Menominee County	\$ -	\$ 6,550	\$ -	\$ 6,550
Snow Plow Reimbursement from private pay	-	375	-	375
Meal Reimbursements from Shawano & Menominee	-	69,300	-	69,300
3% Administrative Fee for Waiver Program	-	48,836	-	48,836
Meal Site Donations	-	114	114	-
Space Rental	-	330	-	330
CIP II / CIP IB Admin Fees	-	70,051	-	70,051
<b>Totals</b>	<b>-</b>	<b>\$ 195,556</b>	<b>\$ 114</b>	<b>\$ 195,442</b>

# Child Support

Rosemund Hoffman, Manager

**MENOMINEE TRIBAL CHILD SUPPORT:** The Tribal Child Support Program is a comprehensive Child Support Agency operating as a component of the Menominee Tribal Social Services Department. The primary services provided by the Child Support Agency includes: (1) Paternity Establishment (2) Support Establishment (3) Enforcement of Tribal Court Orders (4) Parent Locate Services and (5) Enforcement of Foreign Court Orders. The agency received 460 referrals during FY2015. They included 88 referrals for Paternity establishment, 26 for out of home placements, 42 for case review and 304 for Support establishment. The agency caseload at the end of fiscal year was 1,720 open, active child support cases.

**Program Accomplishments:** The Child Support Agency collected and distributed \$1,630,052.00 to Menominee Children and Families in FY2015. Paternity was established for 96% of children needing establishment, thereby meeting the federal performance measure of maintaining a 90% Paternity Establishment rate. A support obligation was established for 1408 of 1487 open for IV-D services resulting in a 95% support establishment rate compared to the federal performance measure of 90%.

**Program Highlights:** Implementation of Intervention services to decrease/prevent support delinquencies. Expanded policies to include review and modification of incarcerated payers to ensure payments are realistic and consistent with income in order to prevent huge arrearages upon release. Review and modify active child support cases to ensure payment is appropriate to income. Review of arrearage cases to determine whether payer qualifies for forgiveness of state debt.

**Strategic Plan:** The Tribal Social Services Department has two Strategic Planning goals – (1) to prioritize funding to support, strengthen, and encourage families to provide a safe, nurturing and stable environment and (2) To promote independence. Services have been directed to removing barriers to nonpayment of support and to strengthen Non-custodial parent ties to the child. Activities include early intervention, case management, monitoring, and referral to other resources to address barriers that may impede the ability of the parent to provide needed financial support to their children. The families we serve have needs for services not provided by the Child Support agency. Other Tribal, state and federal organizations have the resources and funds to meet these needs and so collaboration is an important part of the Child Support program activities. Arrears management is very challenging, especially in light of the high number of complex cases our agency serves. Our focus is on the importance of reliable and sustainable support for the children and families we serve.

**Community Concerns:** The Menominee Tribal Child Support Agency has an established process in place for case participants that requires a written response within a reasonable time.

The chart below shows the cost of operations for Menominee Tribal Child Support for FY2015.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$95,014	\$ -	\$380,058	-	-	\$475,072
Fringe Benefits	39,851	-	159,406	-	-	199,257
Travel	307	-	1,227	-	-	1,534
Training	107	-	426	-	-	533
postage	1,034	-	4,137	-	-	5,171
Supplies	2,081	-	8,323	-	-	10,404
Photocopies	153	-	613	-	-	766
Legal Notices	760	-	3,040	-	-	3,800
Space Lease/Rental	3,994	-	15,974	-	-	19,968
Dues/Memberships	102	-	406	-	-	508
Equipment Lease(Copier)	119	-	475	-	-	594
Contractual	130	-	518	-	-	648
Indirect Costs	14,251	-	57,006	-	-	71,257
Court Judges Fees	3,378	10,313	13,512	-	-	27,203
Clerk Of Court Fees	1,314	4,185	5,257	-	-	10,756

Court Bailiff Fees	210	448	842	-	-	1,500
Process Service	1,004	-	4,016	-	-	5,020
Connectivity (Computer)	240	-	960	-	-	1,200
DNA Testing	1,302	-	5,208	-	-	6,510
Unbudgeted Funds	17,546	-	4,386	-	-	21,932
<b>Totals ►</b>	<b>\$182,897</b>	<b>\$14,946</b>	<b>\$665,790</b>	-	-	<b>\$863,633</b>
Fund/Totals Ratio:	21.18%	1.73%	77.09%	N/A	N/A	
<b>PROGRAM INCOME/REVENUE</b>			<b>FY2014 Fund Balance</b>	<b>FY2015 Amounts</b>		
				<b>Generated</b>	<b>Expended</b>	<b>Balance</b>
Administrative Fees			\$ -	\$ 10,280	\$ 10,280	-
CS Court Costs			-	1,035	1,035	-
DNA Testing			-	2,078	2,078	-
Process Service Reimbursement			-	937	937	-
<b>Totals</b>			-	<b>\$ 14,330</b>	<b>\$ 14,330</b>	-

The staff of the Menominee Tribal Child Support Agency look forward to the new Fiscal year as we work to support, strengthen and encourage families to provide a safe, nurturing and stable environment for their children.

## Clinic

Jerry Waukau, Administrator

**MISSION STATEMENT:** The mission of the Menominee Tribal Clinic is to provide quality, accessible and comprehensive health care in the area of medical, dental, and community health services.

**EMPLOYEES:** The Clinic provides comprehensive health care services in the area of medical, dental and community health services. We are accredited by the Association for Ambulatory Health Care Incorporated. The Clinic employs 135 full-time employees, nine (9) part-time employees, 17 on-call employees and nine (9) contracted provider consultants.

**COMMUNITY ENGAGEMENT:** The Menominee Tribe was one of eight (8) winners of the 2015 Robert Wood Johnson Foundation Culture of Health Prize awarded by the Robert Wood Johnson Foundation in October 2015. The Prize celebrates the strides communities have made to ensure good health flourishes for all.

The Menominee nation was recognized for leveraging its unique strengths at rallying community partners around a shared vision of health. Our journey to improve community health includes reclaiming traditional culture and practices and employing trauma-specific interventions to ensure healing from historical loss. This approach includes:

- The establishment of a strong collaboration among government entities, agencies, schools and the public; making health and wellness a priority across the community;
- The Clinic partnered with the School District to provide dental care in schools, as well as behavioral health services, including designated rooms for reflection, trauma coaching, and daily meditation in classrooms;
- Moving towards a more self-management patient centered care model, including open access policy allowing for same day appointments, increasing patient's access to timely medical care, and decreasing missed appointment rates.

Menominee was selected from more than 340 prize applications across the country.

**PAIN MANAGEMENT/CONTROLLED SUBSTANCE WORK:** The work on pain management and prescribing controlled substances continues as a top priority at the clinic. In the last year MTC has contracted with a chiropractor who will see patients at the clinic as well as seeing referred patients at his office. MTC continues to work with contract health services to offer these chiropractic appointments. MTC has added a full time physical therapy assistant to expand services in PT. Along with continuing to offer patients appointments with the massage therapist two half days a week, MTC has added the services of an acupuncturist, who is here one morning a week and the response to these services has been very positive. Since we are aware that the number one reason for chronic pain is depression MTC has also added a full time clinical psychologist to our Behavioral Health department.

Narcotic Agreements have been updated to include new policies and we are working to make sure each patient that receives monthly scheduled medications has an updated agreement signed. Random urine drug testing on patients is used to help reduce diversion of prescribed substances. We also ask patients to come to the clinic for “pill counts” if diversion is suspected. Medical, pharmacy, and dental staff have access to the Wisconsin Prescription Drug Monitoring Program that can be accessed at any time to see all scheduled prescriptions patients have received in the last year. Efforts are working as we went from ranking #1 in the state of Wisconsin for doses of controlled medications being dispersed per county resident to currently ranking #4.

Work continues on educating the community of the dangers of prescription drug use. We have an employee trained to deliver the “Good Drugs Gone Bad” curriculum whenever requested. The Clinic has participated in many community events delivering this education and have educational materials available appropriate for young children through adults. We advertise the drug take back events sponsored by the local police department.

**MEDICAL DEPARTMENT SCREENING:** The medical department routinely screens each patient 12 years of age and older for tobacco use, alcohol and/or other drug use, depression and domestic violence. If patients screen positive in any of these areas they are able to speak to a health educator for a brief intervention or referral options. The health educator in the medical department has been splitting her time working on the Fostering Futures/TIC implementation. As we continue to grow our Trauma Informed services we realize that we will need to make these two separate positions. We hope to have a full time health educator back in the medical department by the start of 2016.

As we continue to learn how Adverse Childhood Experiences (ACE's) can affect the developing brain and can seriously compromise future health, we have decided to apply to participate in a program called the Pediatric Integrated Care Collaborative. This program has the support of the Substance Abuse and Mental Health Services Administration (SAMHSA) and John Hopkin's University. This 12 month program will start in December 2015 and involves screening families with children, new born – 6 years of age for trauma. The medical and behavioral health departments would work closely with families that identify they are experiencing trauma to reduce exposure to further traumatic stress.

**FOSTERING FUTURES/TRAUMA INFORMED CARE:** The clinic continues to be a leading organization in the Trauma Informed practices being incorporated in our community. The coordinator of the Fostering Futures program is employed at the clinic; we have expanded the trauma informed duties to better serve the entire community. We have changed her position from 25% of the time working on trauma informed efforts to 50% and will continue to expand the trauma informed duties in the months to come. Our affiliation with the state's pilot program ended in December; but, we have measures in place to sustain this work thanks to support and donations from the Menominee Indian Tribe of Wisconsin, the Menominee County Board of Supervisors, the Menominee Indian School District and the State of Wisconsin Department of Children and Families.

The Fostering Futures coordinator and team have been committed to community education and awareness of the trauma occurring in this community. We have delivered education to many local agencies and organizations on the principals of Fostering Futures that include:

1. Historical Trauma
2. Brain Development
3. Adverse Childhood Experiences (ACES)
4. Secondary Trauma/ Self Care of Employees
5. Resiliency
6. Trauma Informed Care

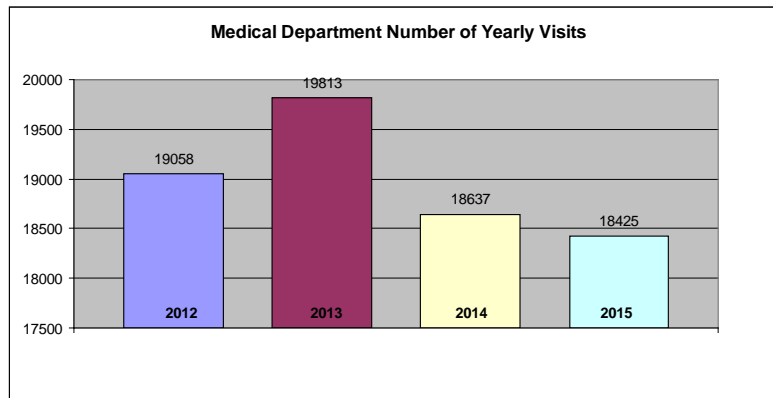
The work on education will continue. We are in the process of producing a series of video modules that can be used to train new employees and interested community members. The first video, near completion, is on Historical Trauma. We will be sending 3 local employees to training to become ACE Master Trainers to help deliver the message about the dangers of child adversities. We sponsored a very successful positive parenting community campaign, introducing the “Ketapanen” items into the community. Our work to reach community families will continue through the PICC and our partnerships with organizations like the MISD and Head Start to assist with the Safe Schools Healthy Students and the Head Start Trauma Smart programs.

Our trauma informed care work has received national recognition. We have developed a partnership with the Casey Family Programs. They have visited our community many times and have helped with a number of community efforts. We also hosted a sight visit for 2 employees from SAMHSA. They have reached out to communities that have initiated trauma informed practices. Feedback from that visit has been very positive.

**MEDICAL:** The mission of the Menominee Tribal Clinic Medical Department is to provide primary medical care and treatment to the Menominee Tribe. The department consists of six (6) Family Practice Medical providers, and three (3)

Nurse Practitioners. Each medical provider has a Registered Nurse or Licensed Practical Nurse to assist him/her. The department provides service Monday through Friday 8:00 AM to 4:30 PM. There is also an MD on call 24/7. The providers also care for 22 elders in five (5) local nursing homes.

This year the providers had 18,425 patient visits compared to 18,637 patient visits in the previous year however revenue generated by the department has increased 2%. The physicians delivered 108 babies this past year compared to 90 in 2014.



In reviewing the Strategic plan goals and objectives the medical department has addressed all three goals.

**Goal 1:** Expand Health Services: In the past year the department has added Chiropractor services twice monthly. Massage therapy and acupuncture are provided weekly to our patients for pain management.

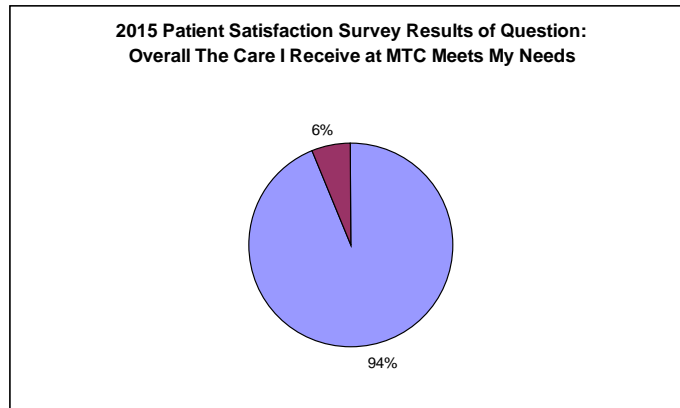
The medical department has also worked in collaboration with the optical department to perform eye screenings for diabetic retinopathy. The details of this collaborative effort are included in the optical department report.

The medical department works closely with the diabetic educator. The medical department provides a nurse for the podiatrist to assist during his twice monthly visits.

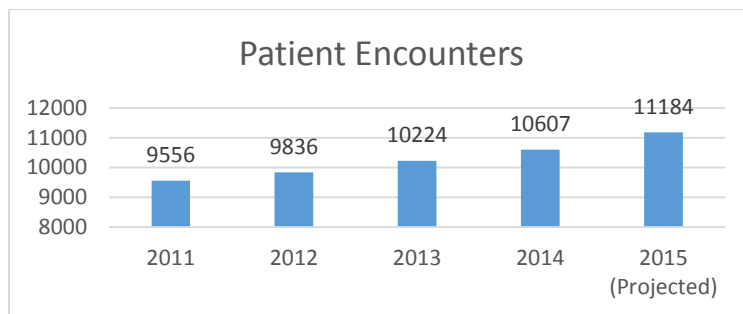
The department now employs a fulltime physical therapist and recently hired a fulltime physical therapy assistant. The Physical Therapy department had 2,383 patient visits.

**Goal 2:** Promote and Ensure Community and Individual responsibility toward healthy lifestyles. The medical department screens each patient 12 years of age and older for tobacco, alcohol and/or drug use, depression, and domestic violence. The department has access to a full time health educator that can meet with patients that screen positive for any of these behaviors to offer additional help or referral options. To improve the health of children and families, the clinic is implementing Trauma Informed Care practices. To address a weakness as noted in the Strategic plan of teenage pregnancies the clinic has purchased \$39,355.65 in Mirena and Nexplanon birth control devices. The devices are primarily requested by teens.

The department has been operating under the IHS program of IPC (Improved Patient Care). This plan establishes care teams for the patient so there is more consistency of the patient in seeing the same provider. This provides for improved care because the patient repeatedly sees the same provider or care team. This effort has reduced the no show rate from 22-23% to 14-16%. Therefore more patients are able to access the care they need, when they need it. The 2015 patient satisfaction survey was changed to capture the information needed for the AAAHC accreditation survey. The survey reports that 94 % of the patients rated "Overall the care I receive at Menominee Tribal Clinic meets my needs" If there are complaints Dr. Culhane, Medical Director reviews the complaints regarding patient care and provides a written response to the patient.

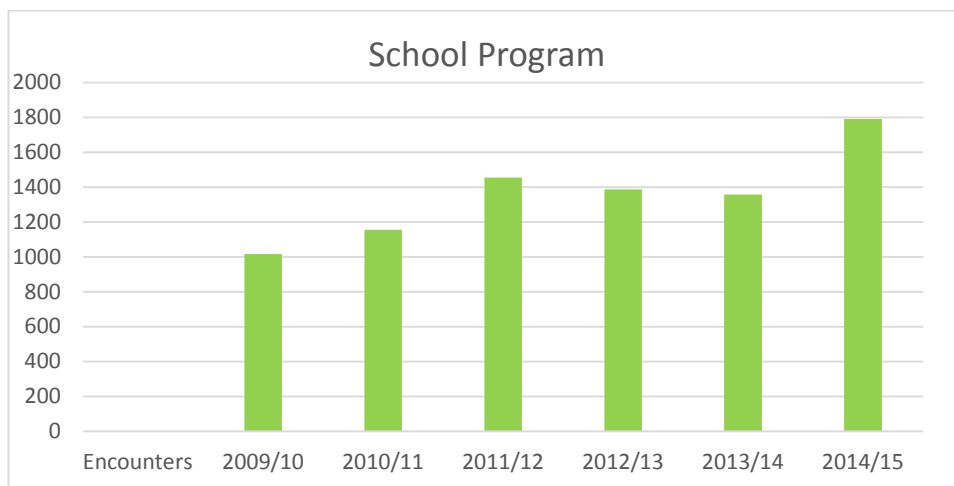


**Goal 3** Reduce the Effects of Substance Abuse for the well-being of the community. The medical department is also working to decrease the diversion of abusive prescription medications in the community. We have strengthened our policies on dispensing scheduled medications. We maintain an active scheduled medications registry to track prescriptions prescribed, current narcotic agreements and urine drug screens. These efforts have resulted in a 40% reduction of Vicodin prescriptions in a 3 year period. To also address the need for pain control as previously stated the services of chiropractic therapy, massage therapy, and acupuncture have been added.



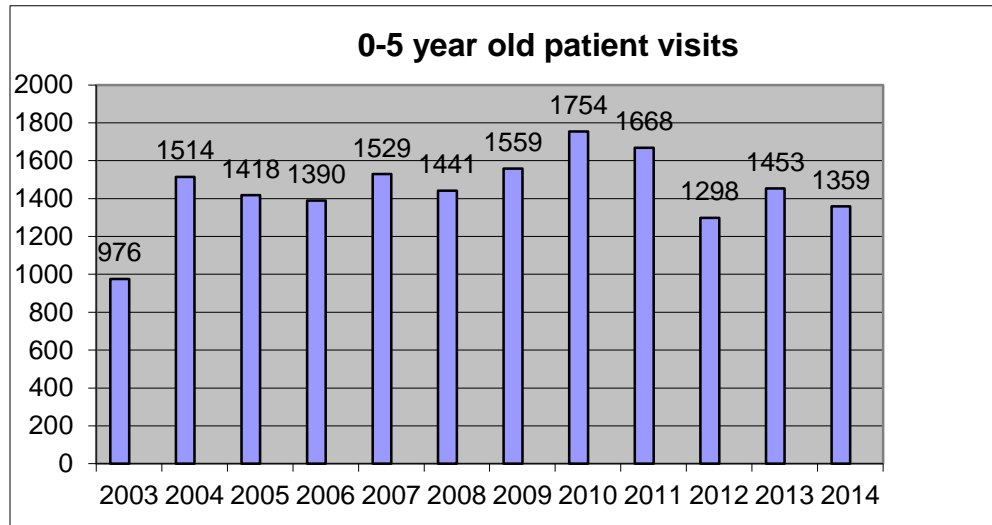
To improve our community outreach, in 2009 we started a dental hygiene program at the Keshena Primary School (KPS). We added Menominee Tribal School in 2010 and Menominee Middle school in 2011. We have one equipped dental operatory in each school with a hygienist and dental assistant to provide preventive dental care. There are also exams done by the dentists from the clinic.

Seeing the children in the school eliminates the need to take the children out of school to provide preventive care. This also allows us to follow “Trauma Informed Care” principles by allowing the child to stay in a familiar, safe environment while going through what may be a stressful procedure.

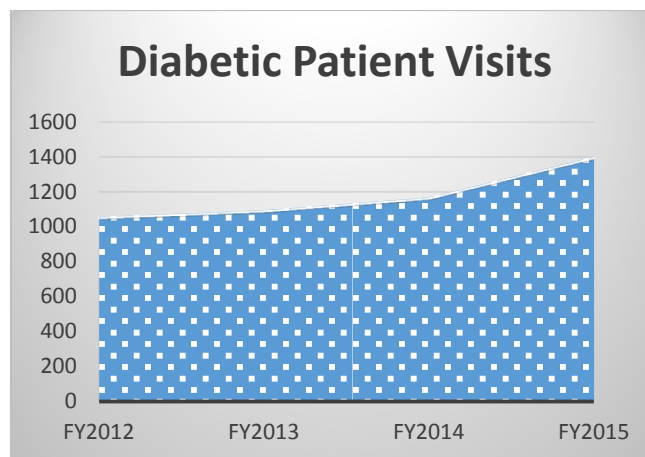




We also administer fluoride and sealant programs for children. Each year we examine about 150 Head Start children. This is followed by fluoride varnish treatments at the school three (3) times a year. The WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. It is normal for the percentage of children receiving new sealants to peak and then trend down. The same teeth do not need sealants every year since they were sealed in previous years. The Indian Health Service presented us with the *IHS National Dental Government Performance and Results Act Award for 2014*. This was in recognition of outstanding achievement for the best overall performance in the Bemidji Area for access to care, dental sealants and topical fluoride.

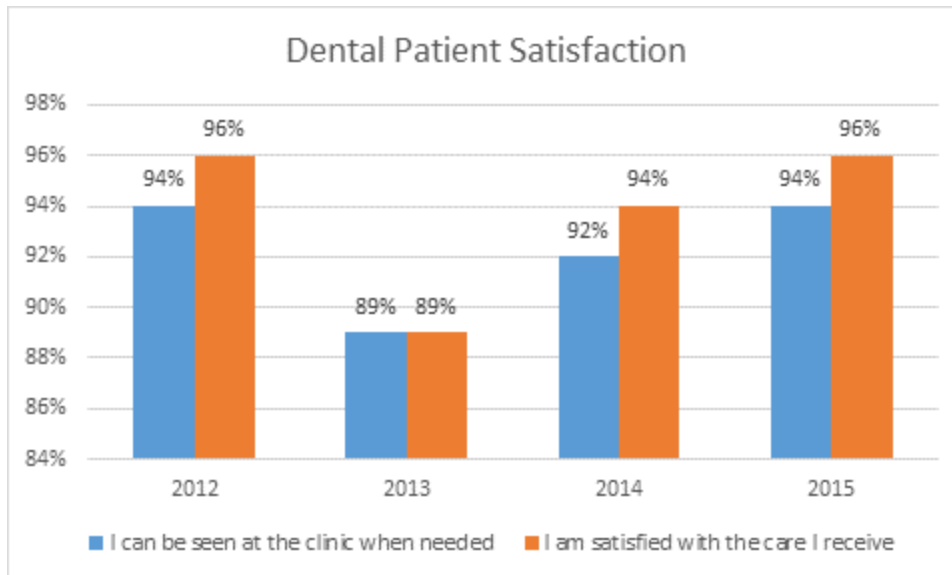


We work with the diabetic program in the medical department to offer oral health education to diabetics. In FY 2015 we had 1402 visits from diabetic patients.

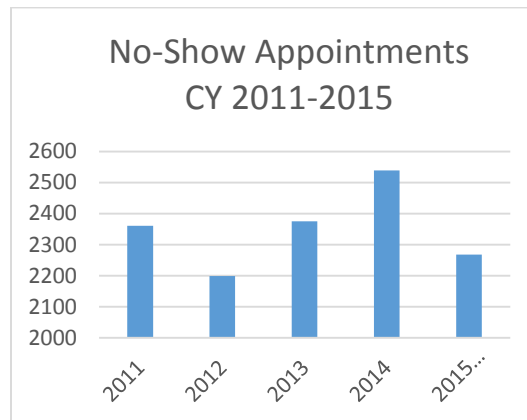


Oral health education is provided to various programs throughout the community. We have provided education to staff, parents and children at the local schools and Head Start. We also try to address groups with our educational message. This year we participated at the Annual Diabetes Conference and the Shawano/Menominee County Transition Fair. A challenge continues to be the high tooth decay rate with the children. Our emphasis in recent years has been to meet this challenge with aggressive preventive programs. In 2015 we will continue with these preventive efforts while we also provide a broad range of general dental services for the adult population.

Every year we do a patient satisfaction survey. In 2015 our survey results went well. Ninety-four percent (94%) of the responding people said they could be seen at the dental clinic when needed and 96% were satisfied with the care they received.

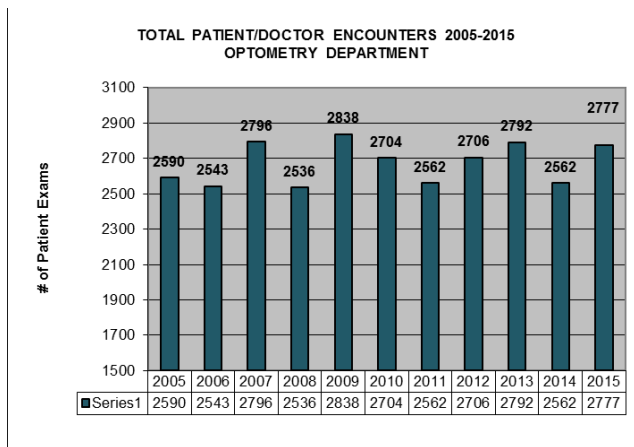


Another on-going challenge we have is the patient no-show problem. Every year we have over 2,000 patient no-shows. This makes providing comprehensive care very difficult and it wastes appointment time that could have been given to someone else.



**OPTOMETRY:** The Optometry Department consists of (2) two full-time Optometrists and (3) three full-time optometry assistants. The clinic is open Monday through Friday from 8:00 a.m. to 4:30 p.m. Services provided include comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services, low vision services, pre and post-operative surgical eye care, walk-in clinic, eye glass dispensing and eye glass repair.

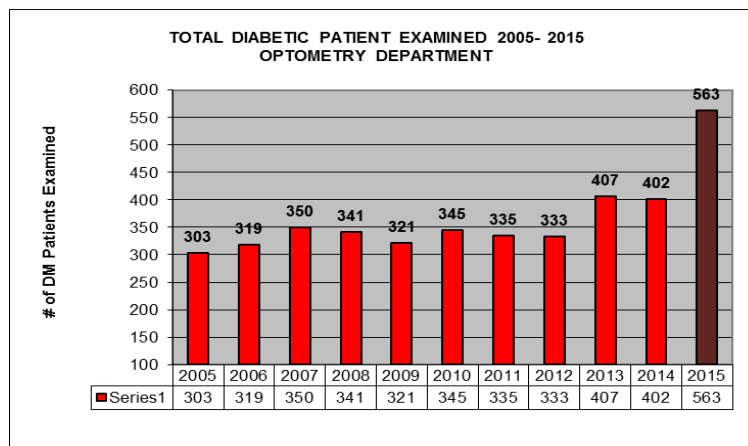
**PATIENT ENCOUNTERS:** The following graph shows the number of patients that are seen in the Optometry department annually since 2005. The **2,777** patients seen in 2015 are the total number of comprehensive eye exams and urgent eye care exams performed by the two Optometrists. The previous 10 year average for the number of patient encounters is **2,587**. 2015 patient flow is on par with the previous 10 years.



**DIABETES CAMERA PROGRAM** in Medical Department - Expanded Services: Detecting and monitoring pathology associated with diabetes remains a top priority for the Optometry Department. The CDC, Indian Health Service and other studies have shown Native Americans are at higher risk of developing diabetic retinopathy, cataracts and glaucoma; all of which can significantly impair vision and even cause permanent blindness. Therefore, we recommend that our patients with Diabetes are seen annually to obtain a dilated eye examination. Annual eye exams allow us to detect eye related diabetic complications early so we are able to intervene sooner to prevent vision loss.

In 2015 the Diabetes Camera Program was launched. This is a collaborative program between the Medical and Optometry Departments. The program is intended to increase the number of eyes screened for diabetic retinopathy in order to prevent its blinding complications. Even though we have always placed a focus on educating and sending letters to get patients in for eye exams, we still historically only see about 50% of our diabetic population every year. Our goal is that 100% of our diabetic patients will receive an exam annually.

The program involves placing a camera in the medical department. When a diabetic patient is seen and their medical record indicates that they are due for an eye exam the nurse will order the camera test. The patient is walked down the hallway while they are waiting for their medical provider and a photo is taken of the back of their eyes. The photos are reviewed by the optometrist in the Optometry Department. If the images are clear and readable then this counts as their annual dilated eye exam. If there are retinal problems seen in the photos then the optometrist recommends follow up or referral based on findings.



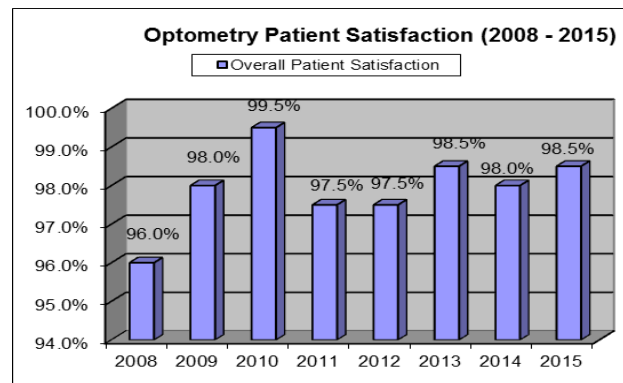
Since the launch of the program in April 2015 we have dramatically increased the number of patients screened for diabetic retinopathy. The graph above shows the number of patients dilated annually since 2005. The average number of dilated eye exams over the last 10 years is approximately 345 patients per year. This past year we screened 563 patients which is about 75% of our diabetic population. The most important part of this is not necessarily the increased number of patients but that we were able to screen patients who had diabetic eye disease and referred them for treatment. The success was that we prevented vision loss in patients who normally would not come to the Optometry Department for a dilated exam. We look forward to the future of diabetic eye care in the Menominee Tribal Clinic and hope for further increases in the

annual eye exam numbers! The most important result of this program will be preventing vision loss in the Menominee Community!

**INSTRUMENTATION UPGRADE:** In October 2015 Optometry was approved to purchase a new state of the art OCT (Optical Coherence Tomographer). This instrument will allow us to better diagnose and manage eye conditions like glaucoma, macular degeneration, diabetic macular edema, optic nerve pathologies and many other retinal conditions. Without this instrument the optometrist has to refer patients for diagnostic imaging to clinics with an OCT instrument. We can now keep patients in house for diagnostic testing which saves the patient time in travel and time to get results. Not only will this improve customer service but it will also save the clinic Contract Health dollars by keeping more patients internal.

**OPEN ACCESS SCHEDULING:** Several years ago the Optometry Clinic initiated Open Access scheduling. The department has certainly had challenges with implementing this scheduling method over the years but it continues to allow patients to be seen for an eye exam in a reasonable amount of time. The previous scheduling system had both eye doctors schedules booked out 6-8 weeks. This caused frustration with the wait times and also many no-shows due to patients perhaps forgetting that the appointment was booked. The graph below shows our department satisfaction survey results. The survey asked the following questions on the current scheduling system.

- ***Was the open access scheduling convenient and hassle free?*** Score **8.5** out of 10
- ***Did you like the new open access scheduling process?*** **14 of 17** answered **YES**



**COMMUNITY ENGAGEMENT:** Drs. Keszo and Chelberg participated in the Diabetes Prevention Program conference series in 2015. They discussed eye and vision issues and educated the community on Diabetes and visual consequences of not managing the condition medically.

Both doctors continued to participate in several school outreaches. Every September and October they spend time in the local schools performing hundreds of pediatric eye screenings - including Menominee Early Childhood centers in Keshena and Middle Village, Keshena Primary School, Menominee Indian Middle School and the Menominee Tribal School in Neopit. Those children who fail the screening are followed up by either a community health nurse or the school nurse. Parents are then encouraged to bring the child in for a comprehensive eye examination.

Dr. Chelberg continues to encourage partnership with the College of Menominee Nation's Education Department. For several years he has been a special speaker in the classrooms to present information on learning and vision. Discussions often revolve around vision and learning and the teacher's role in ensuring children have appropriate vision screenings and eye exams if learning deficits exist. This year Dr. Chelberg also spoke at a CMN sponsored Sacred Little One's event on the importance of vision in the learning process.

**BEHAVIORAL HEALTH SERVICES:** Behavioral Health Services continue to offer outpatient services by providing evaluations, assessments and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual, couple/marital, family or group therapy depending on the presenting problem or issue. Typically, Behavioral Health Services deals with such issues as depression, anxiety, stress, grief, sexual abuse, children and adolescent issues, suicidal ideations, addictions, anger management, family concerns, elderly/aging issues, and alcohol education, to list some examples of the presenting problems.

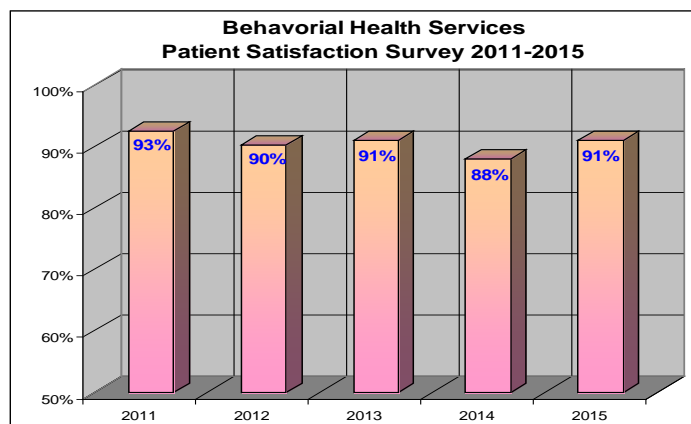
Behavioral Health Services continue to be a certified outpatient mental health program with certification being provided by the State of Wisconsin. During 2015 this program was again certified in the month of February for a two year period. The present staffing pattern consists of a full time receptionist/secretary, two (2) master level psychotherapists with degrees in psychology, one (1) master level psychotherapist with a degree in counseling, two (2) Ph.D. licensed psychologist, and a consulting psychiatrist who provides psychiatric evaluations, consultations, medication management in addition to providing clinical supervision to the Behavioral Health Services staff. The Consulting Psychiatrist has continued to increase his time at Behavioral Health Services over this year to address increasing needs of the Reservation. This increase of time has allowed more timely service to be provided by the psychiatrist. All full-time providers are certified by the Department of Regulation and Licensing State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes.

All staff is involved in multiple clinic committee work in the area of Performance Improvement, Accreditation, Medical Staff, Management Team, AIDS Task Force, Prescription Drug Abuse Committee, Credentialing and Privileging and Safety and Housekeeping. The staff is also involved in outside contacts and meetings including Maehnow Pematesen, Multi-Disciplinary Team, Safe Schools, and Tribe/County meetings.

Behavioral Health Services staff rotates attendance to participate in the Tribe and County meetings on Monday mornings. This meeting consists of a staff member from Maehnowesekiyah, an officer from the Tribal Police department, two staff members from Menominee County Human Services and staff from Behavioral Health Services. The primary purpose of the meeting is to go over emergency services provided the previous week as well as appropriate follow up to these situations.

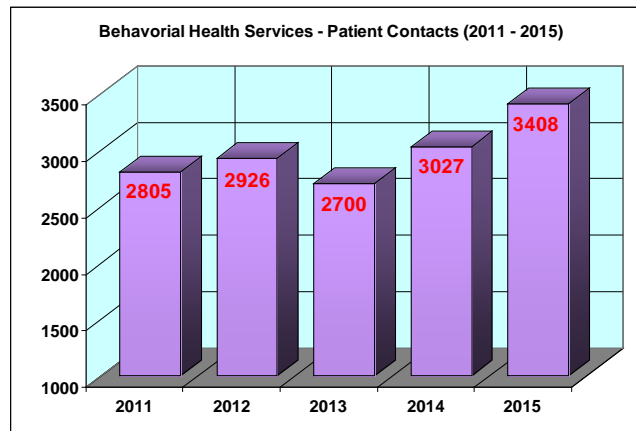
Due to the nature of the need to address Behavior Health problems in a timely manner, appointment times have been provided so that individuals calling on Monday morning at 8:00 may be able to schedule an appointment during that week and be seen by one of the providers.

A program has started between Behavioral Health Services and Menominee Indian School District that provides Behavioral Health staff to be placed in the Student Health Center on Monday through Wednesday to see students at the school who are experiencing difficulties in their lives in some manner. This program is from a Safe Schools, Healthy Schools grant that MISD received. MISD school staff along with Maehnowesekiyah, Menominee County Health and Human Services, and Behavioral Health Services are working together to provide services.



The Patient Satisfaction Survey indicates services received at Behavioral Health Services were satisfactory, helpful, and received in a timely manner and were provided by knowledgeable and competent staff members

Below is the number of contacts for the years 2011 through 2015. Patient contacts are up for 2015 and have reached the highest that they have ever been. Part of the reason for this activity has been the addition of another staff person since July 6, 2015. With the addition of this staff, different services will be added.



**CONTRACT HEALTH SERVICES:** The Mission of the Menominee Tribal Clinic is to “provide quality, accessible and comprehensive health services.” The Contract Health Services (CHS) program supports this mission by assisting eligible patients in obtaining necessary emergency, diagnostic, or specialty care not available at the Tribal Clinic.

Current Staff includes a Contract Health Coordinator, a CHS Assistant, two (2) Benefit Specialists and a CHS Clerk.

**PROGRAM ELIGIBILITY:** Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. Effective October 1, 2008, Contract Health now requires paperwork, such as enrollment verification and proof of residency within the Contract Health Service Delivery Area, to be on file before eligibility can be established or payments can be authorized.

The Menominee Indian Tribe requires individuals to participate in employee health insurance if insurance is available. By not taking insurance from work, patients make themselves and their families ineligible for Contract Health Services.

CHS is a payer of last resort as defined under 42 CFR 36.61 and is used when there are no other resources available. The CHS program is not an insurance program, nor should it be used in place of one.

Every year, the availability of funding for the Contract Health Program, determines the level of medical and dental care that can be provided. Contract Health Services has been able to provide Payment for Priority I: Emergent/Acutely Urgent Care Services and Priority II: Preventive Care Services. The medical priority is determined by clinical information such as condition of patient, rate of deterioration, potential morbidity of the patient, and expected outcome from treatment. Priority levels are:

### **CONTRACT HEALTH PRIORITY LEVELS**

**PRIORITY I: Emergent/acutely urgent care services;** Diagnosis and treatment required to prevent immediate Death or serious impairment of health. Diagnosis and treatment of injuries or conditions, if left untreated, would result in grave outcomes. **Examples:** Heart Attack, Fractures, Chemo and Radiation Therapy, Sepsis, Cancer

**PRIORITY II: Preventive care Services:** Primary health care that is aimed at the prevention of disease or disability. This includes services proven effective in avoiding the occurrence of a disease and services proven effective in mitigating the consequences of an illness or condition. **Examples:** Cardiac Stress Test, Medications not available at Clinic, Audiology screening, routine mammography, PAP tests and colonoscopy.

**PRIORITY III: Primary and Secondary Care:** Inpatient and outpatient care services that involve treatment of prevalent illnesses or conditions that have a significant impact on morbidity and mortality. **Examples:** Cataracts, Gall Bladder Removal, Knee/Back Pain,

**PRIORITY IV: CHRONIC TERTIARY CARE AND EXTENDED CARE SERVICES:** Treatment of chronic conditions that have a less impact on morbidity and mortality. Treatment is elective and high cost. **Examples:** Hip and Knee replacements.

**PRIORITY V: EXCLUDED SERVICES:** Services that are considered cosmetic, experimental, or have no proven medical benefits. **Examples:** Services not covered by Medicare/Medicaid, Orthodontist, Lasik surgery, extended nursing home care and bariatric surgery.

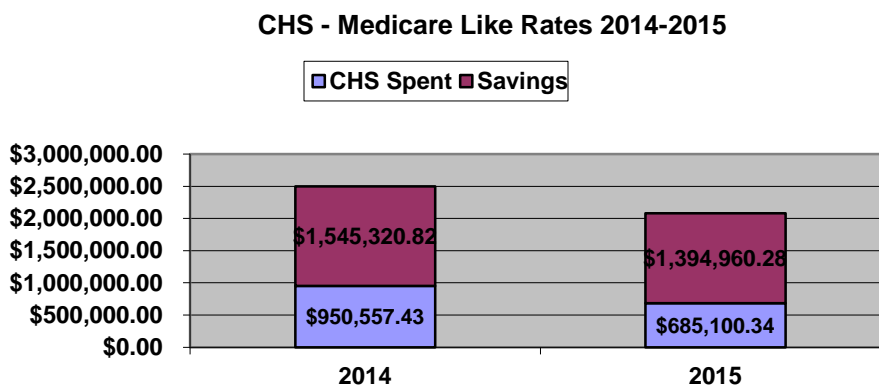
Patients who meet the eligibility criteria, but the Medical/Dental Care is not within the current CHS Medical Priority, may have referral placed on Deferred Care Waiting List or proceed with referral and assume responsibility for payment.

**Deferred Care:** Contract Health received \$400,000 for Deferred Medical Care and \$100,000 for Deferred Dental Care. 127 patients were helped under deferred care in 2015. Deferred Care is those services which have been requested by referral from a physician but Contract Health is unable to fund payment because it is not within Medical Priority. In order to be eligible for Deferred Care funding you must be Menominee.

Examples of deferred referrals are: Allergy, ENT, Ophthalmology (cataract), Orthopedics, Pulmonology, Radiology (MRI, CT), Rheumatology, Pain Clinic and Chiropractic.

Pain Management has been addressed by MTC which directly affects Contract Health Service referrals. CHS puts through all pain clinic and chiropractic referrals with the ability to obtain more than 8 visits if showing improvement.

**Medicare Like Rates:** The Medicare Modernization Act of 2003 included a provision (Section 506) requiring hospitals that participate in Medicare to accept Medicare Like Rates as payment in full when providing services to individuals under Contract Health Services Programs. We are able to use Medicare Like Rates on all Hospital Claims for the 61 patients we served with no insurance.



**Medicaid Eligibility Changes:** On April 1, 2014 Medicaid was opened up to the large population of childless adults. State wide the wait list for this coverage exceed 150,000 people. CHS continues to screen individuals who use MTC for their primary care. In a joint effort with the Menominee Tribe and Community Resource Center we were able to get 110 childless adults on active Medicaid this year.

**Audiology:** MTC Audiologist, Sandy Wallin, retired in June. CHS is now responsible for scheduling patients for hearing tests and hearing aids at BayCare in Green Bay. This service is being provided under Deferred care funds; 11 patients have used this setup. This arrangement has worked out well for our patients. CHS coordinates with Menominee Transit to help with the extra travel required.

**Pediatric Dental:** CHS helped 157 children with pediatric dental care. These children were sent to Dental Haven and First Impressions with CHS paying \$417,123.00.

**Tribal Health Sponsorship:** The Affordable Care Act allows tribes, tribal organizations and urban Indian health organizations to pay for health coverage premiums on behalf of American Indians. The Menominee Tribal Clinic has agreed to pay for Marketplace health insurance premiums for individuals meeting criteria. CHS sponsored 2 individuals in 2015.

**Benefit Specialist:** The benefit specialist processes all referrals that are created by our Medical providers, Optometrists and Dentists. In screening our patients for eligibility they also assist patients with finding alternate resources of payment for medical bills. Examples of these programs: Medicaid, Family Planning, Wisconsin Well Women's and Medicare



programs. Applications are given to patients to be filled out and taken to the CRC for processing; we work with the CRC to make sure these patients are activated and backdated.

The Benefit Specialist assisted 75 elders with filling out the SeniorCare applications. Contract Health paid the \$30 annual application fee for all enrollees. SeniorCare is a state program designed to assist elders with prescription drugs.

The Benefit Specialist assisted 8 patients with filling out applications for Patient Assistance Drug Program for medications not available through our pharmacy. 16 referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part A, B & D issues. 8 referrals were made to Social Security Disability, 7 have been approved, and 1 application is pending.

We also work with the Great Lakes Tribal Benefit Specialist, as we identify patients who may be eligible for Disability programs. Currently the Tribal Benefit Specialist comes to the Menominee Reservation to meet with our patients in their home or at the Menominee Tribal Clinic.

**Insurance Programs and Contract Health:** We also refer Employees to their employee sponsored Insurance programs. Some employees elect to drop insurance or not participate because of the cost. Their perception is that the Tribal Clinic will take care of all their medical bills, oblivious to the fact that by not taking the insurance, they will be ineligible for Contract Health Services. Benefit Specialists assist with Insurance questionnaires so medical bills can be paid. Contract Health will not pay medical bills if insurance denied payment because a questionnaire was to be filled out.

Remember! Please call Contract Health Services with all appointments, scheduled surgery, rehab orders, medical equipment or anything pertaining to the approved referral. Each referral is approved for a certain provider and number of visits so it is important to keep our department informed as it may be necessary to get another referral. Bring all bills and statements you receive to Contract Health so we can follow up on payment. ER visits must be called in within 72 hours for consideration of approval, elders are allowed 30 days.

**PHARMACY:** The Menominee Tribal Clinic Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The pharmacy staff includes four (4) Pharmacists, two (2) Technicians, and two (2) Aides.

The Pharmacy & Therapeutics Committee continued its efforts to add medications that our community needed or which would decrease the MTC payments to outside pharmacies. We added some other medications in an effort to provide alternatives to narcotics. Since the last annual report, we added more than 14 new drug entities or strengths and deleted 2 from the formulary. A pharmacist presented drug information at some of the diabetic meetings.

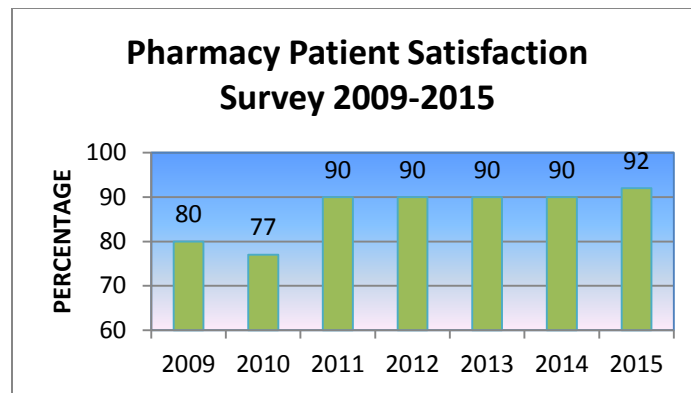
This year 2015 we will have served about 62,600 patients. In 2015, the Pharmacy will dispense approximately 98,000 prescriptions. This is down from last year by about 4,000 prescriptions. For 2016, I estimate we will dispense 99,960 prescriptions. The pharmacy filled 8,889 prescriptions in March our busiest month. The busiest day since the last annual report was Dec. 20, 2014 when we filled 764 prescriptions.

We hired a new pharmacist Casey Bartz to fill the vacancy we had when another pharmacist resigned. We also hired an emergency worker to help us when another staff member took medical leave. During the summer we had a youth worker Rashawn Bell helping us. We had two pharmacy students with us this summer from UW-Madison.

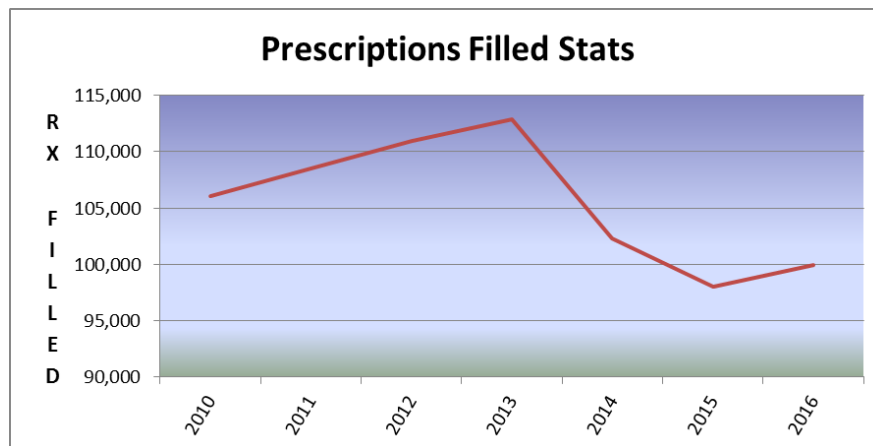
In 2015 I estimate we will have spent nearly \$1.5 million on medications and supplies.

The ACS RX Medic prescription filling robot was installed this winter. It has been a great help to the pharmacy department especially when staff are gone and we are short staffed. It decreases our prescription filling time by counting large quantities and large pills very quickly.

The Patient Satisfaction Survey indicated that patients were most satisfied with the information pharmacists provided and that they were knowledgeable and polite.



Even though prescription volume is decreasing, the prescription drug costs are going up.



**EMERGENCY MEDICAL SERVICES:** The Menominee Tribal Rescue Service provides Basic and Advanced Life Support level 1 Services. Technicians provide assessment and care of the ill or injured patient. The Advanced Technician provides an advanced level of care as needed. Advanced care includes initiation of IV (intravenous) lines, and administration of specific medications beyond those the EMT Basic is allowed to administer. All of the Emergency Medical Technicians (EMT's) on the Menominee Tribal Rescue Service are licensed by the State of Wisconsin and provide service in accordance with State Laws, Rules, Standards and Procedures, and Scope of Practice. Oversight of patient care aspects is provided by Dr. Keenan, the Service Medical Director.

The EMS department currently has one (1) EMT Basic and eighteen (18) Intermediate Technicians, three (3) are full time and sixteen (16) are part time "on-call". New Basic EMT's will train and advance to the Intermediate Technician level within two (2) years of employment.

The basic training received by all EMT's includes the well-being of the EMT, taking care of yourself in order to take care of others, medical / legal and ethical issues, anatomy, lifting and moving patients, airway management, medical and trauma patient assessment, vital signs, communications, documentation, general pharmacology, respiratory emergencies, cardiac emergencies, acute abdominal emergencies, diabetic emergencies, altered mental status, allergic reactions, poisoning and overdose emergencies, environmental emergencies, behavioral emergencies, obstetrics and gynecological emergencies, trauma including bleeding and shock, soft tissue injuries, musculoskeletal injuries, head and spine injuries, age related issues, ambulance operations, access and rescue operations, EMS response to terrorism, basic life support and CPR (Cardio Pulmonary Resuscitation) CCR (Cardio Cerebral Resuscitation),

12-Lead EKG Acquisition and data transmission to hospital, the skills of End Tidal CO Monitoring & Carbon Monoxide Monitoring with Pulse oximetry and Intra-nasal administration of Narcan and Glucagon, an alternative option to injection are a few skills we have trained in. There is a wide range of specific skills learned within each of these areas.

Our EMT's perform 12-Lead EKG acquisition and data transmission to the hospital as part of our cardiac treatment guidelines. This greatly enhances the ability for the emergency room physician to recognize cardiac issues prior to patient

delivery to the hospital and for planning treatment options when the patient arrives at the hospital. Several patients have received definitive care in a more timely fashion through use of the cardiac guideline, including diversion directly to a Heart Catheterization Lab when indicated through use of the 12 Lead EKG report.

We are currently working to add more skills allowed by our scope of practice, including selective spinal immobilization, use of extremity tourniquets, and intraosseous infusion of fluids and administration of medication. These skills can greatly enhance patient care and promote better treatment outcomes.

Additional ongoing training includes EMT refresher class, CPR refresher, annual advanced skills refreshers, squad meetings, various trainings, conferences and seminars.

Other services provided to the community include: Ambulance and crew attendance at events such as the tribal school fun day where we give tours and answer questions, other local schools career day events, national night out against crime, ambulance and second crew during the Menominee Nation Pow-Wow and summer youth Olympics, and an EMT speaker at the summer youth program training event. We try to accommodate attendance at community related meetings and trainings when requested and as time permits.

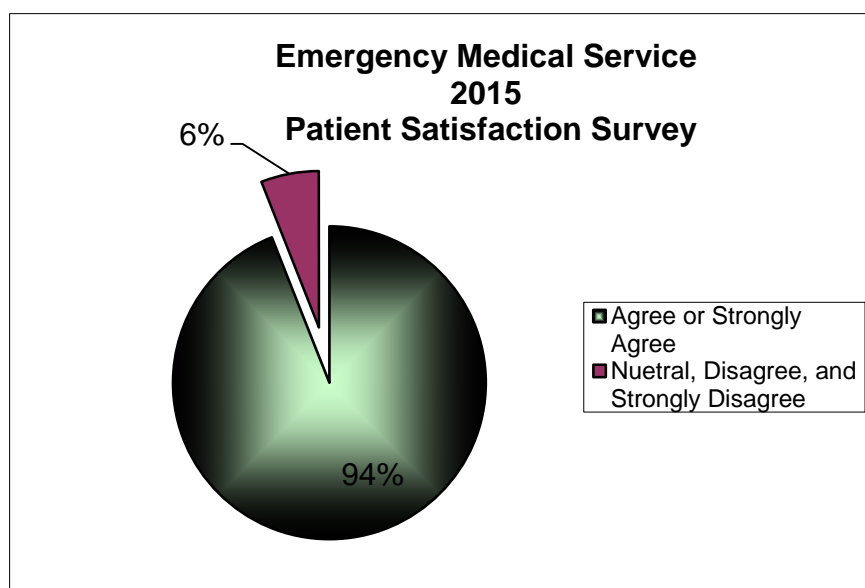
An ambulance and crew are also provided where an ambulance is required such as Menominee Nation Casino sponsored boxing events, high school football games and cross country meet.

CPR/AED Training is provided to all clinic employees during classes scheduled quarterly. CPR mask kits/equipment is placed throughout the clinic for use by employees in the event of a cardiac arrest.

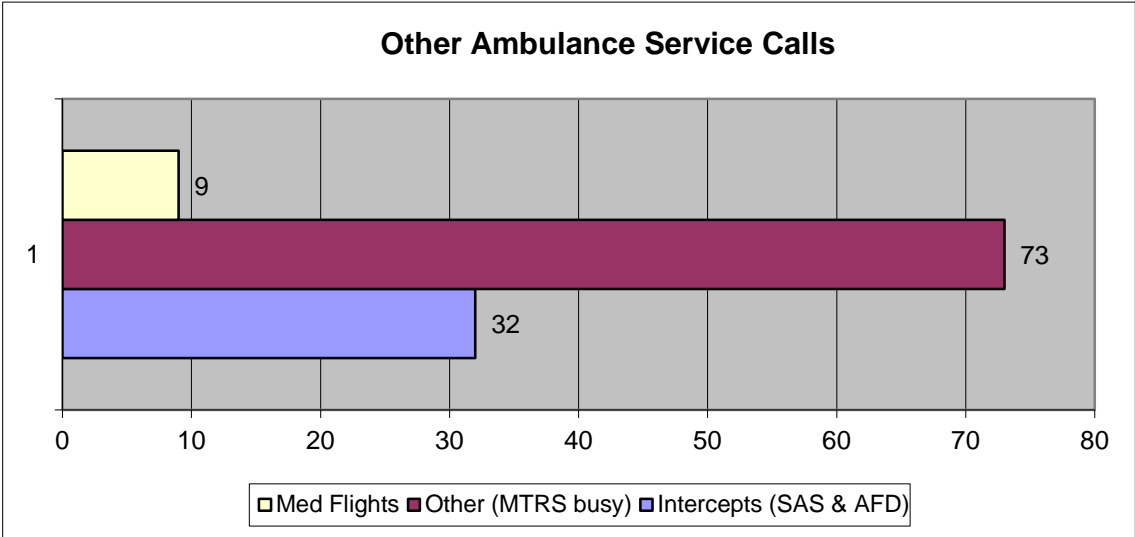
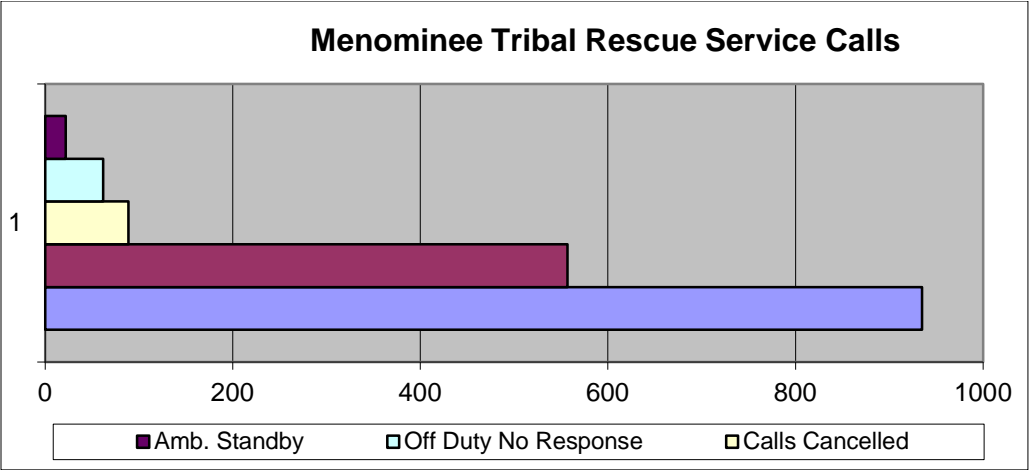
An equipment replacement plan is in place to ensure that new equipment replaces older equipment by or before the time it reaches the normal life expectancy. Some of the items in the plan include ambulances, power cots and power-load systems, stair chairs, and 12 Lead monitor/defibrillators. A new ambulance replacing an older ambulance was purchased and put into service in June of 2015 at a total cost of about \$143,000. Existing equipment was transferred into the new ambulance.

The power cots and the power-load system as well as the stair chairs are of great benefit to the patients as well as the EMS crews. The powered cots and load system are designed to handle a very heavy load which reduces the frequency of lifting injuries to the EMS crew and provides greater safety for the patient during handling and transport. Annual preventative and as needed maintenance are performed on the equipment.

Ninety-four percent (94%) of clients using our services either agree or strongly agree that the ambulance crew was friendly, professional, and attentive, made them feel safe, and met their needs.



Menominee Tribal Rescue Service responded to 935 calls and 557 patients were transported to a medical facility for definitive care. The remaining calls were not transported for reasons including an injury or illness not requiring a hospital emergency room visit, patient refusing medical care or transport, calls cancelled or no patients found. Off Duty No Response calls while our ambulance is busy are referred to an outside ambulance service.

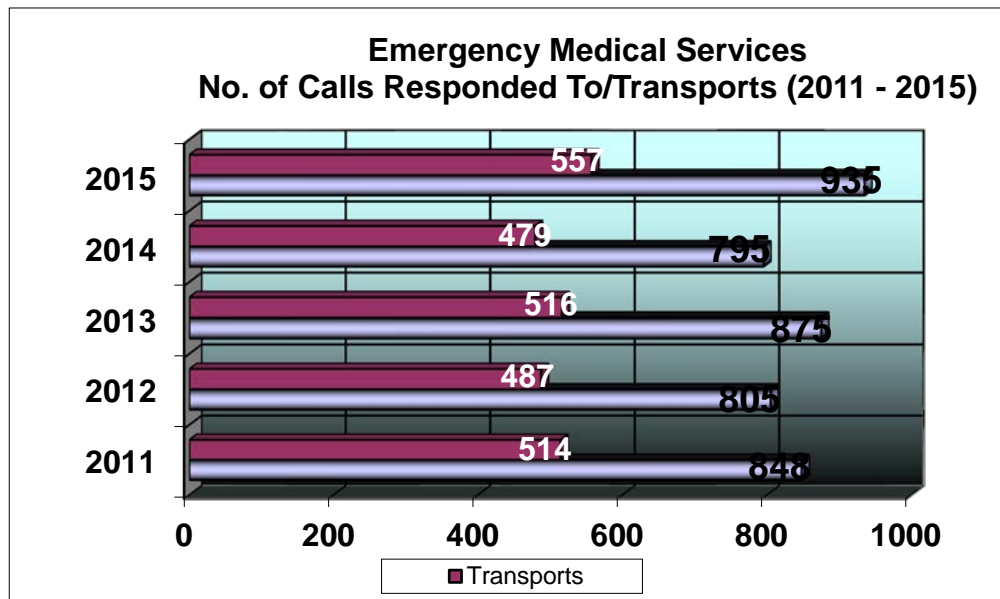


Outside ambulance services were called upon 114 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services. These outside calls included, 73 ambulance calls while our ambulance was busy, 32 ALS Level 2 ground ambulance intercepts and 9 medical helicopter requests.

Trending Data 5 year history

Emergency Medical Services – Other

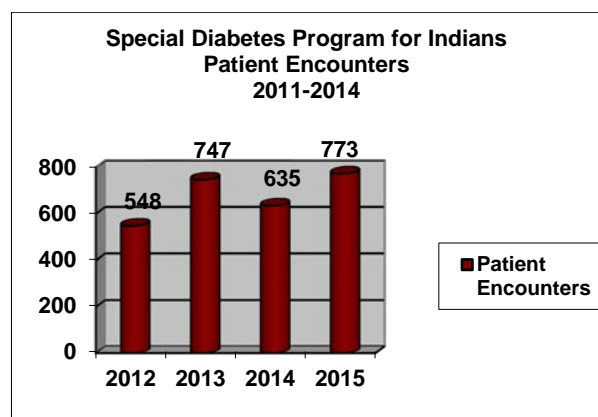
Year	ALS Intercepts	Med Flights	Other Services
2015	32	9	73
2014	25	3	63
2013	28	8	60
2012	24	13	55
2011	19	5	52



**SPECIAL DIABETES PROGRAM FOR INDIAN:** The Diabetes Program at Menominee Tribal Clinic provides a variety of services to the Menominee Community. These services are offered to all tribal members, their families and tribal employees. The services include health screenings, physical activity events, educational conferences, nutrition counseling, podiatry services, one on one and family appointments as well as group education.

The Diabetes Program at Menominee Tribal Clinic through the Special Diabetes Program for Indians Grant provides testing supplies to community members, podiatry services and optical and dental supplies to assist with patient care in these departments. The program is also able to assist the pharmacy in purchasing one of the newer medications to help lower blood sugar in this population. Numerous educational and physical activity events are also sponsored. This grant funding will end in December of 2017.

There are currently over 782 people on the Diabetes Registry with six of those patients being under the age of 18. The Diabetes Educator has had 773 patient contacts in the last year. The contracted podiatrist that comes to the clinic two days per month sees on average about 27 patients per month.



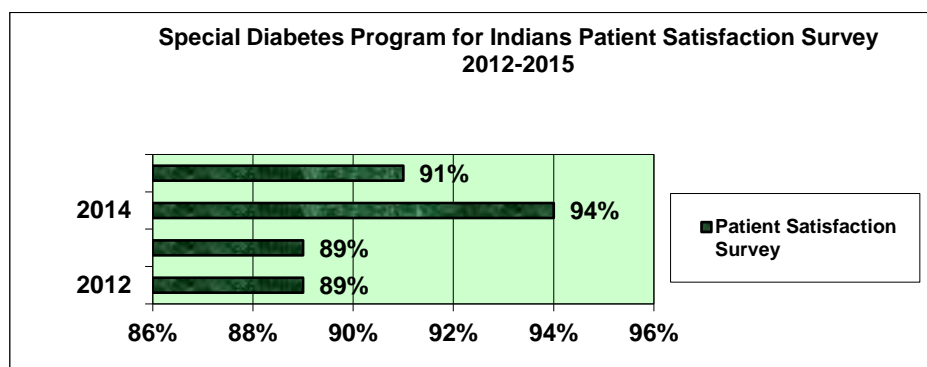
The Diabetes Team at the clinic works closely with the clinic's Wellness Team; Community Health Department; and the Diabetes Prevention Program/WIC Departments with Community Events. The Diabetes Team consists of the Diabetes Nurse Educator, the Fitness Instructor, the Wellness/Diabetes Assistant, a Registered Dietitian, two (2) Optometrists, a Dental Hygienist, the CHNS Director and representation from the Diabetes Prevention Program. All staff of the Diabetes Team has received training on "Bridges out of Poverty", "Historical Trauma" and "Trauma Informed Care". Staff have gained an understanding of Trauma Informed Care and as a group have resolved to just "be kinder" to patients, help them

feel comfortable with us and make access to our services easier. Our hope with this intervention is that patients will feel less stressed, trust staff more and acknowledge a commitment to make healthier lifestyle changes.

The Diabetes Nurse Educator continues to spend time in the Medical department to provide easier and faster access to patients. The Fitness Instructor and the Dental Hygienist has joined the Diabetes Educator in the Medical Department one day per week. This allows better access for patients so they do not have to make a second trip to the clinic to see ancillary staff. The Diabetes Program along with the Medical Department would like to expand this type of service by instituting “group visits”. These group visits would be held in the Medical Department with the patient’s primary health care provider, the Diabetes Educator, the Fitness Instructor, a Registered Dietitian and possibly representation from the Behavioral Health Department. Patients would have labs drawn; have a physical exam; meet with the above mentioned staff and also be offered a support group with 4 other patients of the same provider. With staff from different departments going to the Medical Department, enhanced comprehensive care is offered to patients.

The Diabetes Program collaborates and has MOUs with most tribal programs. We provide healthy food for community events, do presentations for outside facility staff members and clients, perform health screenings for outside staff and clients/students and assist Tribal entities with community events if they request help. The Diabetes Program is involved in improving the health and wellness of the Menominee Community. The Diabetes Educator is a member of the Fostering Futures Project and the Fitness Instructor is a member of the Community Engagement Committee and Youth Providers Committee.

An annual patient satisfaction survey is given to patients of the Diabetes program at educational events, at clinic appointments and also via the U.S. Postal system. The satisfaction rating of this survey was a combination of excellent and good scores. The results of the 2015 survey were 91% were satisfied overall with the Diabetes Program at Menominee Tribal Clinic. Suggestions for improvement are always reviewed, considered and implemented if possible.



In 2015, the Diabetes Program at Menominee Tribal Clinic was one of 2 tribes in the Indian Health Service Bemidji Area that was chosen to participate in a Medication Management Pilot Project to work with the International Diabetes Center (IDC) in Minneapolis, Minnesota. Staff from each tribe received extensive training on Diabetes from the IDC, 20 people were randomly selected to work with staff on improvements in A1Cs by assisting them with medication dose changes, nutrition counseling, exercise education and frequent follow-up. The results have not been documented yet but early data collection has shown that intensive case management does help improve glycemic control.

The Diabetes Program in FY2016 will concentrate their efforts on four of the health factors of the Wisconsin County Health Rankings that are related to Diabetes. They are 1) Adult and Youth Obesity, 2) Glycemic Control, 3) Physical Inactivity and 4) Creating nutritious meal plans from current food sources. The Diabetes Program will also continue working in collaboration with the Wellness Program and the Diabetes Prevention Program in assisting with the variety of health and wellness programs that are being held in the community. There is one staff member located at the Rec Center to provide community members with assistance with their exercise questions and needs. The Diabetes Program continues making progress on obtaining accreditation through the American Association of Diabetes Educators.

**RADIOLOGY:** The radiology department is staffed by two (2) technologists, one full-time and one part-time, providing general radiological exams ordered by clinic providers. We also do general radiology exams ordered by outside providers for clinic patients. All special studies are referred to outside medical facilities.

Last year we moved into the ‘digital’ age, reaping the benefits of direct digital imaging and digital storage and transfer—an area noted in the ‘Opportunities’ portion of the SWOT in the Tribes Strategic Plan. We continue to work on associations that will enhance access to necessary outside images. Aspirus Langlade Hospital is a frequent choice for emergency care and we are working on getting a digital connection with them so we can digitally receive exams from them to put into patient’s MTC digital file as needed for follow-up care.

As was mentioned last year, the radiologists now typically have the signed result of an exam in the patient’s EPIC chart within 15 minutes of when an exam is completed—compared to 4 days when film was being used. A benefit of the fast radiologist result to the providers that was not commented on last year was how its’ benefits extend beyond the patient and provider to the nursing and community health providers. No longer is the nursing staff trying to contact the patient days after their appointment/x-ray exam to pass on the radiologist report. Community health does not need to be contacted to help provide extra care that might be needed because of delayed results.

IT worked out a method for the digital panorex images done in dental to be transferred to a patient’s medical digital x-ray file. Now the radiologist can interpret the image when a medical provider has ordered a panorex for a medical concern.

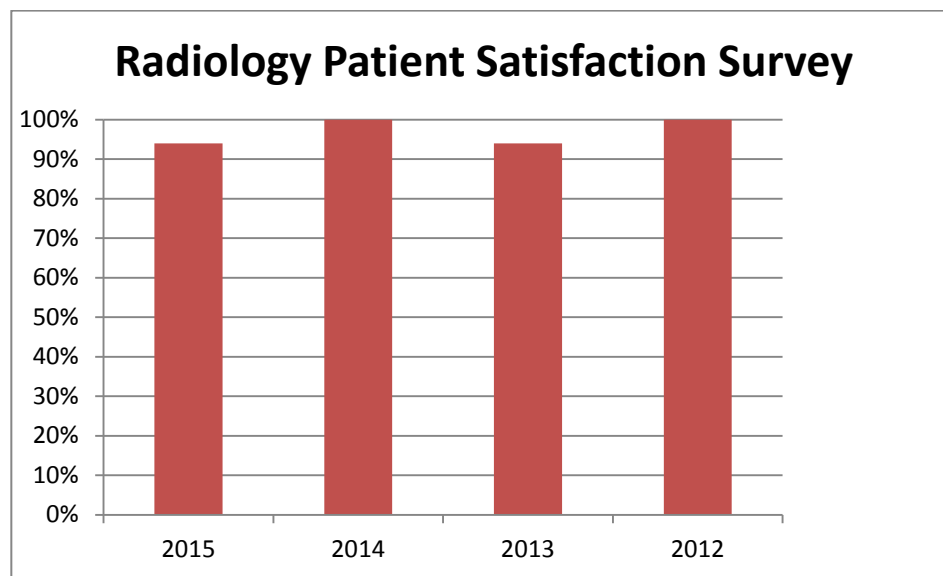
The radiologist’s contract was renegotiated which resulted in a significant savings to the clinic.

The device used to hold babies and small children for chest x-rays was replaced.

The policy and procedure manual was updated and reorganized to allow for easier access of information.

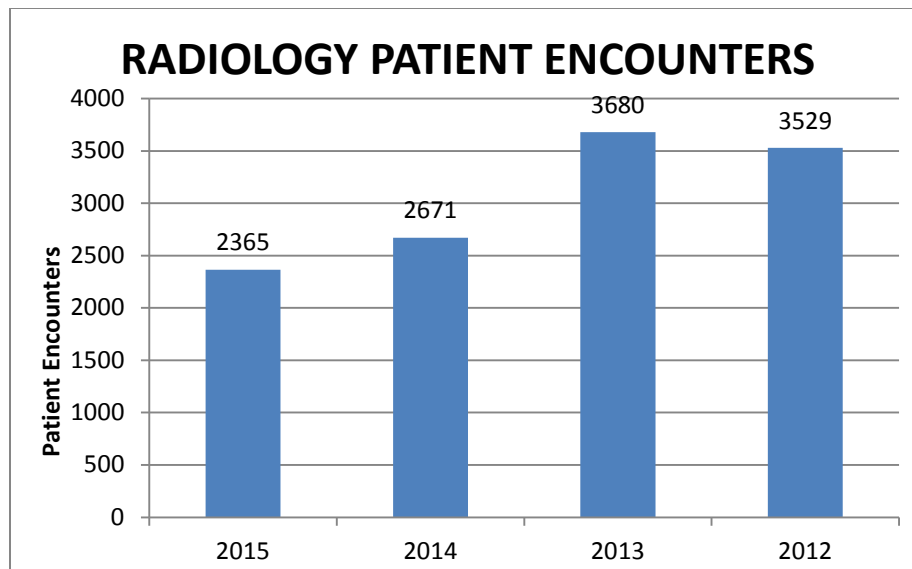
Women patients were surveyed to find out if they would like to see mammograms added to the clinic’s diagnostic testing services. They overwhelmingly were in favor of this being added citing the comfort of having them done in their clinic and the convenience of being closer to home. The addition currently being planned by the clinic will allow for the addition of this service. It is also possible that diagnostic ultrasound may be added. It is because of the digital connections we have with the radiologists that adding these higher end procedures is a reasonable possibility.

The annual Patient Satisfaction Survey was done the third week in September. The percentage of patients that waited less than 10 minutes to have their radiology exam was 94%. Considering that it turned out to be a very busy week that result was quite good. The direct digital system allows for much quicker patient turnaround.



The encounter statistics for radiology are in transition. As was mentioned last year, starting in 2014 radiology staff no longer provides orthopedic services. Radiology ‘encounters’ statistics are lower than 2013 and prior years (see graph) because of this change. It should be noted though that a comparison of the 1<sup>st</sup> 9 months of 2014 to the 1<sup>st</sup> nine months of 2015 show an 18% increase (2006 encounters in 2014 to 2365 encounters in 2015).





**NUTRITION SERVICES / DIABETES PREVENTION:** The clinic's Diabetes Prevention Program is focused on decreasing the incidence of diabetes in the Menominee population already diagnosed with Pre-diabetes. This aligns with the tribe's strategic plan to promote and ensure community and individual responsibility toward healthy lifestyles. Studies show if we can keep these participants meeting their nutrition and activity goals, they will substantially decrease their risk of ever developing diabetes.

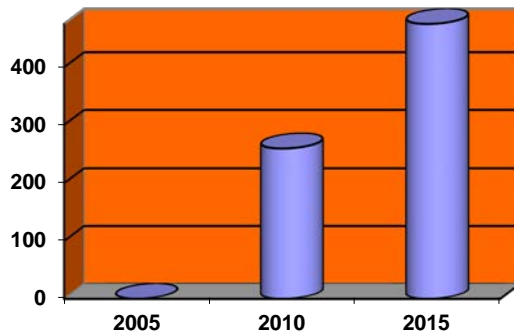
The Menominee Wellness Initiative (childhood obesity prevention) started in this fiscal year and is an integral part of the Community Engagement Workgroup focusing on childhood obesity. Several community agencies are in collaboration on this important opportunity. A fulltime community organizer and a part time collective impact coordinator were hired to help facilitate this endeavor.

We continue to spend more time and energy in meeting the outpatient needs on the clinic's diabetes and cardiac patients. Gathering of statistics and implementation of Medical Nutrition Therapy have both increased in the past year as we strive to focus on the elevating rates of obesity and diabetes on the reservation. Community screenings have produced earlier Type II Diabetes diagnosis and therefore earlier, more successful treatment of the disease.

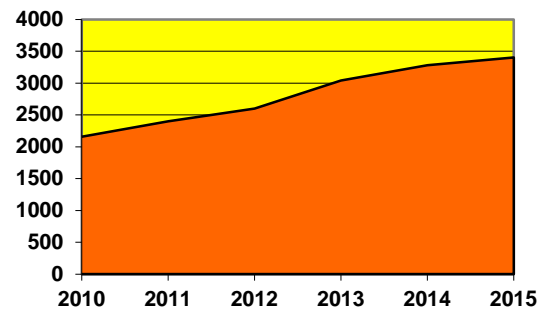
Highlighting this year's activities included: A recent grant award provided an indoor growing machine to the school district. Once at capacity, this STEM learning lab will create lettuce and other leafy greens for the students' salad bars. The 16<sup>th</sup> Annual Relay for Diabetes was held in August. 329 people walked at the event. In addition to the relay, seasonal walks, nutrition challenges, TV Turnoff week, and Walk to School Day events were held in collaboration with the Diabetes and Wellness Program and tribal agencies. The second annual Tied to Be Fit Walking Series was in September. Seventy-five (75) participants chose from walking distances of 2.62, 6.55, 13.1, or a full 26.2 mile marathon.

Wellness Screenings were offered throughout the community in collaboration with the Diabetes, Wellness departments. The state Senior Farmers' Market Program was offered for the 7<sup>th</sup> year to the Menominee Reservation.

The Diabetes Prevention Program has been busy recruiting, enrolling, and maintaining patients in the Diabetes Prevention Classes. 3 series of classes had been scheduled during the year. Currently the program is funded through September 2016.



Number of Patients Monitored on



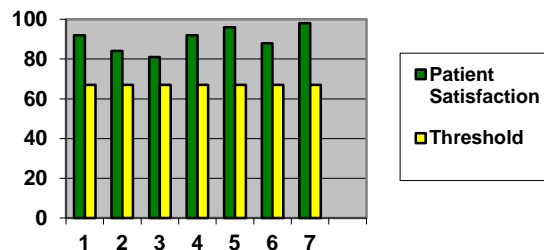
Agency Contacts by Year

### Pre-diabetes Registry

As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. Major concerns for the upcoming years will be to provide adequate office space and funding to meet salary and administrative needs. With two fulltime dietitians, it is vital that local funding support be provided to ensure quality of care to the Menominee People is not diminished.

Nutrition/DPP Patient Satisfaction Surveys were distributed in January-March 2015. Clinic Nutrition staff utilize results of annual survey to assess and improve customer service to the Menominee community.

### 2015 Patient Satisfaction Survey



All opinion questions garnered a 80% positive response rate or higher on a forced choice four-level Likert scale. Questions ranged from ease of enrolling in classes, helpfulness of program materials and quality of educators. This high rate can be attributed to a positive customer service experience. Staff will continue to remain cognizant of the medical health literacy level of clients and utilize appropriate educational learning techniques.

Nutrition and DPP staff plans to use customer service skills that were favorably surveyed to assist with the next series of DPP classes and retention programming. Department staff will survey clients again in 2016.

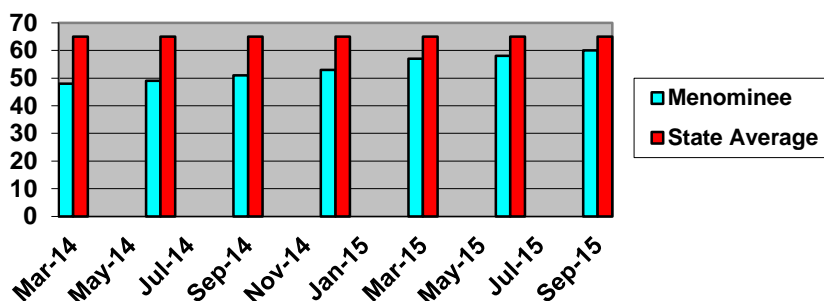
**WIC DEPARTMENT:** The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. WIC aligns with the strategic plan to promote and ensure community and individual responsibility toward healthy lifestyles, by providing assistance with childbirth classes, breastfeeding classes and consultation, and smoking cessation referrals, all showing a strong commitment to the future generations on the Menominee Nation.

Notable highlights from this year include: The WIC program transitioned to an EBT (Electronic Benefit Transfer) card system. This will result in improved participation rates, ease of use at grocery stores, decrease fraud state-wide and improved efficiency of the WIC Program. Local stores were trained, and the Menominee WIC Program went live over the summer.

The WIC Director has been an active member of the Community Engagement Workgroup. With a major focus on childhood obesity, the WIC program is a key partner in setting and administering policies and programming to improve

the health status of the Menominee community. The table below illustrates the immediate impact the WIC Program can have on childhood obesity as we continue to move toward the state average in healthy weight status of our youth.

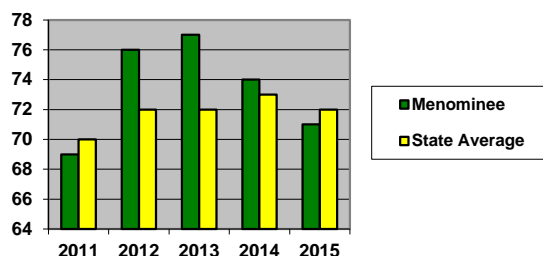
**Child Healthy BMI by Quarter**



The tribe continues to be a leader in the state regarding breastfeeding rates. This is the tenth year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Breastfeeding Incidence continued trending at or above the state average and duration rates improved over the year which was the local goal of the program.

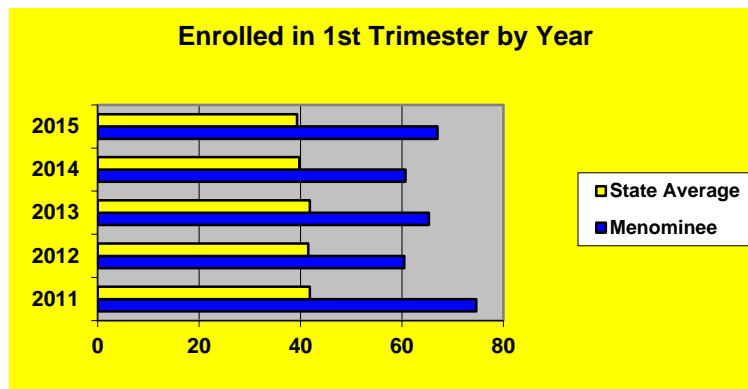
The graph below shows the breastfeeding incidence for moms that are enrolled in the WIC program.

**Breastfeeding Incidence by Year**



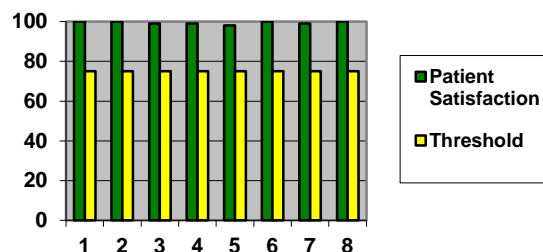
The focus on improving breastfeeding rates has made it essential to continue local and state funding of the Peer Counselor at fulltime. The Lactation Consultant and Peer Counselor for our WIC Program planned events during World Breastfeeding Week this summer. The 9<sup>th</sup> Annual Cutest Breastfed Baby Contest was held over the summer; besides the photo of the baby, the moms wrote a paragraph stating: “Why breastfeeding was the right choice”. The Winner’s photograph is displayed on a billboard in Keshena. A Breastfeeding Walk was held on August 6th (59 walkers). The Rock N Rest Tent was staffed again for the annual Pow-Wow. Along with the help of Menominee Indian Head Start Program and the Diabetes Prevention Program the tent held chairs, rockers, diaper changing stations, infant and toddler snacks and bottled water. Families were able to rest, breastfeed their infants and change diapers.

The final graph shows the percentage of mothers that enroll into the WIC program within the first trimester of pregnancy. Studies have continuously shown that the earlier clients enroll in WIC, the healthier the pregnancy outcomes. Menominee has been consistently ahead of the state average in this category.



WIC Customer Satisfaction Surveys were distributed in April and May of 2015. The state WIC Program generated this year's survey, which is in a different format than previous years, so no comparison data is being presented. The WIC program will be utilizing an electronic benefit card system in July so it was important to survey clients before this time, as well as to assess customer service provided from the local WIC staff.

### 2015 Patient Satisfaction Survey



All opinion questions garnered a 98% positive response rate or higher. Questions ranged from friendliness of staff, listening and attentiveness of staff, to helping make healthy choices for the family. This extremely high rate can be attributed to a positive customer service experience. Staff will continue to remain cognizant of the medical health literacy level of clients and utilize appropriate educational learning techniques.

WIC staff plan to use customer service skills that were favorably surveyed to assist with the transition this summer to the electronic benefit card system. Department staff will survey clients again in 2016.

Government reports still showed that for every dollar spent on the WIC program, \$2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. We currently have 2.1 FTE paid through the State WIC funding, so we have stretched the dollars that we receive to its furthest level. We have additional local funding for the remaining 1.9 FTE which is vital to our program's existence. It is important that the department receives adequate funding from the tribe if we wish to continue to address the health and nutritional needs of the population.

**INFORMATION TECHNOLOGY DEPARTMENT:** The Menominee Tribal Clinic Information Technology Department is the Information Technology and Telecommunications Systems support department for the Menominee Tribal Clinic. The IT department supports all clinic departments with computer and telephone hardware and software systems support. The Department sets the technology path for the organization and maintains all hardware and software systems at the latest release levels within the facility to ensure patient care.

Staffing levels for 2015 remained consistent with the same four (4) staff members in the department consisting of an IT Director, Network Administrator and two (2) PC Technicians. Three (3) of the four (4) staff members are Menominee Tribal Members.

The Department implemented the following new systems and upgrades in 2015:

- Completed full implementation of the IP Phone system and discontinued service on 54 analog phones lines. Many were found to be not used in years.
- Added Televox Appointment Reminder system to Dental Department
- Assisted the Pharmacy department in integrating a 2<sup>nd</sup> robotic dispensing unit to the existing Pharmacy robot. We beta tested for the company a new way to connect the systems using a dedicated PC between the two devices.
- Added 4 more doors to the Card access system for Administration, EMS, and Maintenance and CHS Copy room. This was added to comply with HIPAA Security requirements.
- Replaced 3 High capacity multifunction copier printers in the Medical Nurses Stations
- Replaced all batteries in Server room UPS as part of the Preventive Maintenance Program
- Upgraded Fiber Optic cable from the EMS/Maintenance Garage to the billing data closet. The existing fiber was installed 10 to 15 years ago and was hung through the air between the buildings which is not the most ideal way to connect fiber to a building. The Fiber needed to be replaced. New fiber was run to EMS expansion via underground conduit that was installed during the last expansion project.
- Upgraded the Flexis Optical Frame inventory frame program.
- Assisted with the installation of a new Panoramic X-ray machine in the Dental Department.
- Set up Optical/Medical Diabetes test laptop workstation
- Upgraded X-ray PAC's system.
- Upgraded Pharmacy Kalos Program
- Replaced primary pharmacy printers due to heavy use.
- Upgraded ID Badge system to latest version
- Upgraded all user workstations to Office 2010 for improved performance and interoperability.
- Installed Invivo and Cliniview for Dentrux
- Installed Good Health TV Native health TV system in a number of patient waiting areas. Locations will be expanded in the coming year.
- Working with Tribal IT to install a Community Notice information boards in the main clinic hallway across from patient registration.
- Setup Kowa Camera in Optical for eye photos.

The Clinic Information Technology department continues to provide complete technology support to all departments and users through hardware and software upgrades, preventive maintenance programs and capital replacement plans. All staff shares in the help desk support and handle numerous help desk support calls on a daily basis. We strive to provide 100% system availability so all our employees can provide top level patient care to our community.

**WELLNESS DEPARTMENT:** Our number one priority remains commercial tobacco abuse, which involves prevention, cessation and smoke free areas. We had 457 smoking cessation visits this year which is up from the 425 visits from last year. The Menominee Smoking Cessation Grant (National Institute of Health, Mayo Clinic/Spirit of Eagles Tomorrows Results Ultimately Start Today) finished in August of this year. The purpose of the project was to determine if smoking cessation treatment that would allow family members to participate together can help American Indians stop abusing commercial tobacco. This year the program enrolled 25 members. They attended a two day cessation camp focusing on scared use of tobacco, historical trauma, stress and anger, coping techniques, social support, learned optimism, and proper use of over the counter nicotine replacement devices. Follow up counseling occurred at weeks 1,2,4,8 and 6 months. The second group from this year, at the six month follow up, had a quit rate of 32%. 98% of the participants rated the project as good or positive. Waawaenan to all the participants in the project! They gave up time, spoke up, and shared their knowledge to find answers to help the Menominee population quit smoking.

The Wellness Department is active in the trauma informed work being done at the clinic and in the community. Two members of the wellness staff are part of the Fostering Futures Advisory group and the clinic's Trauma Informed Care Team. We look forward to working with our new clinical psychologist Lean Rouse PhD. Her extensive background in trauma and qualitative analysis research can be a big help for Menominee Tribe in finding answers that work for victims of trauma. One example might be making smoking clients more aware of how smoking works very well to self-medicate themselves to cope with the trauma and stressors in their lives. Nicotine is a very powerful drug that medically is a stimulant and a depressant; we unconsciously regulate its effect to get what we need to cope. The problem is the way we deliver it; through the cigarette. Cigarette smoking causes addiction and health problems and it kills half the people that can't quit from smoking related illnesses. Heart disease and cancer, both caused by cigarette smoking, are the top two

killers of Menominee people. The good news is that after people are able to quit smoking their anxiety, depression and stress significantly decreases. Improved quality of life increases compared to people that continue to smoke.

The best intervention continues to be to try to prevent kids from ever starting to smoke or chew. All students in the MISD and the Tribal School were given a presentation on cigarettes and other tobacco products. We continue to help the wellness classes at the middle school level by presenting education on learned optimism, stress, anger management and relationships. We supported the addition of new sessions dealing with resilience, finding our strengths, emotions, focus on the moment and self-care. We hope to give the middle school students some examples of language, vocabulary and tools to help them deal with all types of trauma.

We supported and are very proud of the decision of the Menominee Tribal Administration and Legislature for adding the e-cigarette to the prohibited smoking section on personal policies. We are also happy to report that the Menominee Casino and Convention Center hall from the main section of the new casino to the conference center became a non-smoking area. This suggestion has been at the top of the list on guest comment cards and it was made a reality.

The Wellness Department continues to coordinate several community events. This year the Pow-Wow Walk/Run had 116 participants, the Spirit of Menominee Warrior Walk had 160 people and the Neopit Soap Box Derby had 36 youth that participated. We gave donations to many causes this year including:

Menominee Little League, Menominee Wrestling Camp Menominee Basketball Tournament, Youth Olympics, Menominee Tribal Police Gold Outing and the Sturgeon Festival.

The Director of the Wellness Department is involved in many initiatives at the state and local level. He is currently a member of the College of the Menominee Nation Institutional Review Board, The Wisconsin Native American Tobacco Network and the Menominee Health Promotion Disease Prevention Committee.

**MEDICAL RECORDS DEPARTMENT:** The Medical Records Department is staffed by three technicians and the department supervisor.

The Medical Records Department provides accurate and timely scanning and filing of various reports and documents into patient electronic health records. Medical Records Department provides weekly transcription service to the Behavioral Health Services Department and to the Medical Services Providers as needed.

The Medical Records Department provides orientation of Medical Records Department function and access of services to new employees. The staff provides coverage in other clinic departments when needed.

The Medical Records Department processed an average of 279 authorizations to disclosure protected health information monthly and received \$10,395.42 for photocopies/disclosure services. The staff follows the HIPAA Privacy Rule and uses Wisconsin Statute 146.83 Access to Patient Health Care Records as a guide when disclosing protected health information. The staff attends workshops/seminars to keep up to date with privacy laws.

The Medical Records Department staff attended HIPAA Collaborative of Wisconsin conferences, the Employee Benefits Fair, Clinic Employee In-service which included training on HIPAA Privacy and Security, Safety Announcements and Emergency Procedures. We viewed webinars and participated in phone conferences regarding scanning procedures and the use of Epic, the ThedaCare electronic health record.

**BILLING / PATIENT REGISTRATION DEPARTMENT:** The Billing department is responsible for billing all patient services and posting payments for all billable departments within the Menominee Tribal Clinic by utilizing computerized billing/accounts receivable software that is tied to the Clinic electronic health record systems. The department also serves as the central cashier by collecting and receipting personal payments on patient accounts, date of service fees, eyewear and contact payments, and selling Over the Counter (OTC) medications. The patient registration component of the department is responsible for registering all new and existing patients accessing clinic services by verifying tribal enrollment and updating any changes to address, phone numbers, and health insurance coverage each time a patient utilizes the clinic. The staffing plan of the department includes the business manager, patient registration coordinator, cashier/accounts receivable technician, four billing specialists, three coding specialists, and four patient registration specialists.

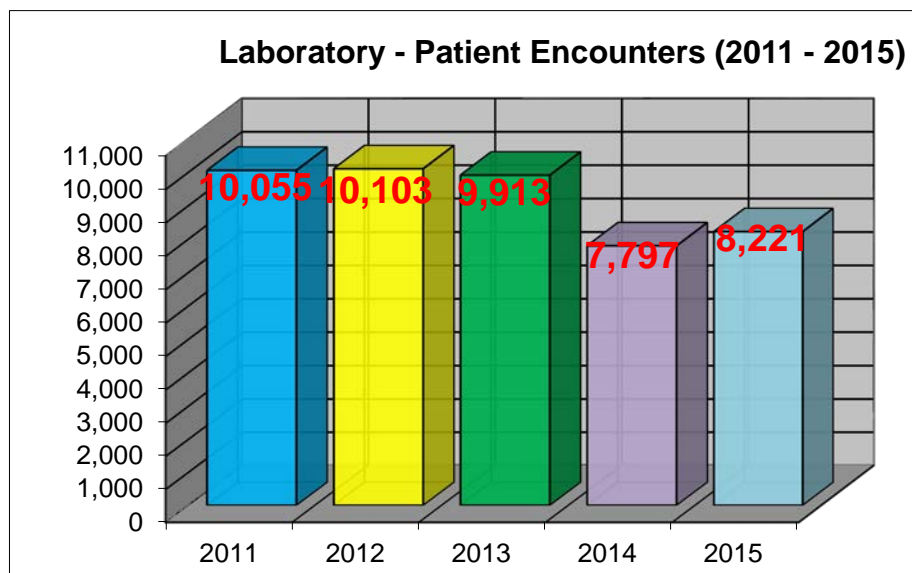
The department was impacted by the phase I construction project as all staff had to be relocated while the new area was being constructed for about five months. In December, 2014 we were able to move into our new offices. On June 1, 2015, in order to provide better services to our patients, we added a fourth registration specialist. We will also be looking at how we can change some of the patient flow in this area and add some chairs for our elders as they wait to register as part of the phase II project. A total of 89,529 patients were registered for a daily average of 361 patients per day.

Our staff continues to stay current with transactions in four different practice management/billing systems which directly impact the Clinic accounts receivable and Clinic revenue. We continue to reduce the accounts receivable in the older systems and hope to eliminate one in early 2016. The accounts receivable (A/R) ending balance as of 9/30/15 was \$1,309,064 and is a combination of all four practice management systems. Cash receipts collected totaled \$4,550,585. The Clinic generates revenue from billing for services for patients who have Medicare, Medicaid, insurance through their employers, self-pay patients, eyewear, contacts, and OTC sales.

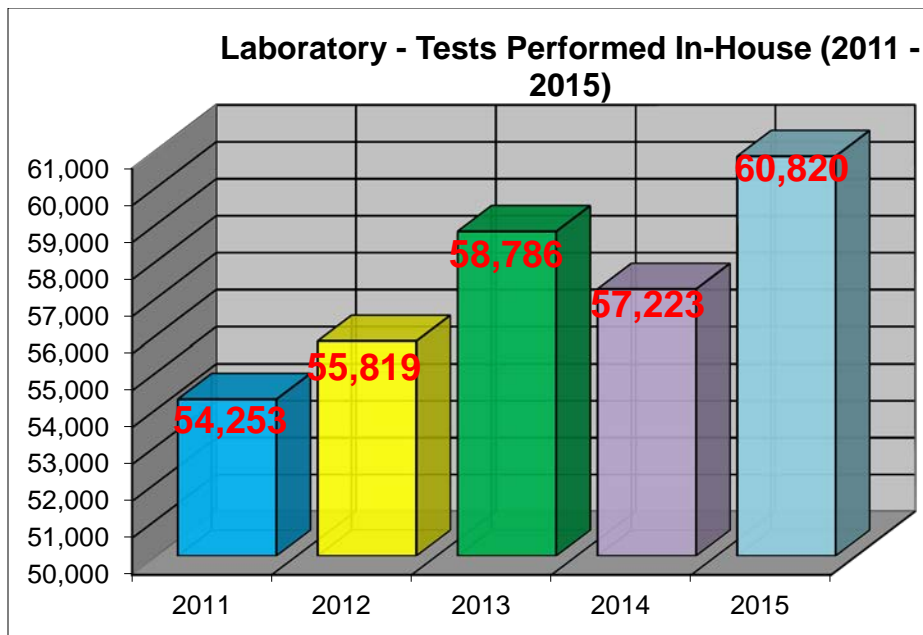
**LABORATORY:** The Menominee Tribal Clinic Laboratory provides timely and reliable diagnostic services to physicians and other healthcare providers for the benefit of their patients. The laboratory plays a crucial role in the detection, diagnosis and treatment of disease. The Menominee Tribal Clinic Laboratory provides testing in the areas of Bacteriology, Virology, General Immunology, Routine Chemistry, Urinalysis, Endocrinology, and Hematology. Laboratory staff also processes specimens for referral to outside laboratories for tests not performed in-house.

The laboratory is staffed a Laboratory Department Manager, a Staff Medical Technologist, and a Laboratory Aide/Phlebotomist.

The Lab Department expects 8,221 Patient Encounters and to perform 60,820 tests In-House, and to refer 6,944 tests to outside laboratories in 2015. A total of 108 Drug Screen sample collections are anticipated to be performed in 2015. Total number of patient encounters is estimated to be up around 5% from the previous year, but, still has not returned to levels seen in 2011- 2013. The number of tests performed in-house is estimated to also be up slightly (6%) when compared to the previous year. The number of tests referred out is estimated to be about the same as 2014.



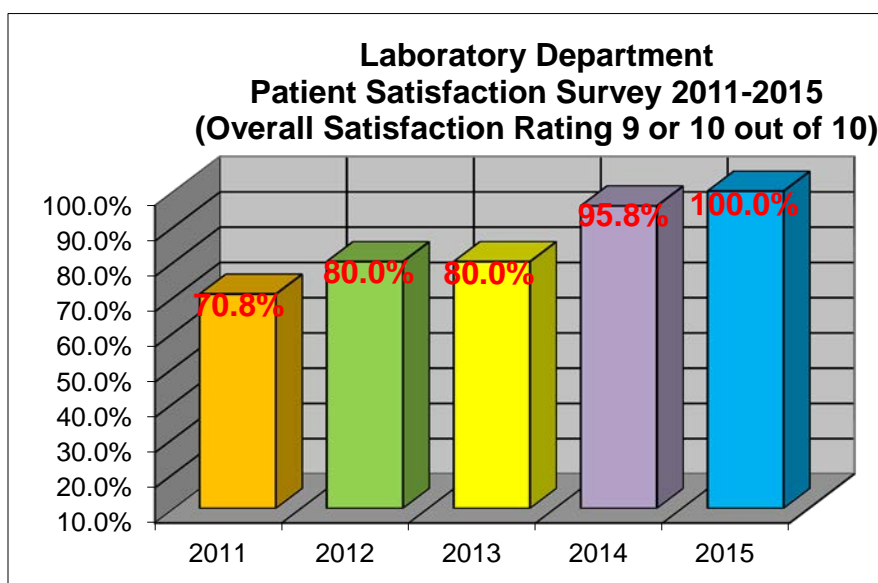




In October, the laboratory began the process of validating and implementing an additional test for fecal occult blood. The new test has less dietary restrictions prior to specimen collection which will make specimen collection by patients much easier.

One challenge for the laboratory for the past year dealt with tests sent out to be performed by ThedaCare, our reference laboratory. Processing payments for those services on patients with Blue Cross/Blue Shield insurance coverage continues to pose a challenge.

A patient satisfaction survey was conducted in February and March of 2015. The survey was comprised of five sections with questions ranging from wait time, ease and comfort of facilities, staff performance, and patient privacy and responding to their concerns/complaints. The final section requested the patients to consider all of the above areas and give an overall rating of the laboratory department's performance using a scale of 1 to 10 with 10 being the highest. 96% of the respondents graded 10, 4 % of the respondents graded 9.



**COMMUNITY HEALTH NURSING SERVICES:** The Community Health Nursing Service provides a variety of services within the clinic and out in the community. The staff comprises 4 BSN RN's, one program assistant, one receptionist.

The Program Assistant takes care of the purchasing for the Department as well as AIDS, Health Promotion/Disease Prevention, Immunization Program and department. She assists with the Health checks, car seat distribution and car seat checks, manages the loan closet supplies and helps staff with community events.

In collaboration with the Injury Prevention Program car seats and booster seats are given out for children newborn to 8 years old who meet the criteria of Menominee or descendent and that live within the Contract Health Delivery area. Renata Maulson, Tina Shawano and Kim Hill are certified car seat technicians. Renee Waukechon Ross is a car seat technician that worked with our program for the past year but is no longer with the MTC. There is a \$10 fee for a car seat and \$5 for a booster seat that needs to be paid before receiving them. This year a total of 191 car seats and booster seats were dispensed. Some of these were dispensed at car seat checks held at the Transit Department and Middle Village Fire Department.

The Community Health Department receptionist schedules appointments for Health checks, and directs the flow of patients who present to see providers in the overall Community Health Department of the Clinic.

The Immunization Program oversees vaccine use within the clinic. Vaccine used to immunize children comes from the state of Wisconsin's Vaccine for Children's Program. Adult Vaccine is purchased by the Clinic. Vaccines given are documented in the clinic record and onto the Wisconsin Immunization Registry. Walk-in services for Immunizations are available through the Community Health Department at all times. Community Health nurses partner with the Menominee Indian School District school nurse to provide vaccine to children identified to be behind whom she receives parent consent to immunize. This is done at the schools. A Community Health Nurse also reviews the immunization records for the Tribal School and vaccinates children found to be behind, when she gets parents' consent, at the Menominee Tribal School.

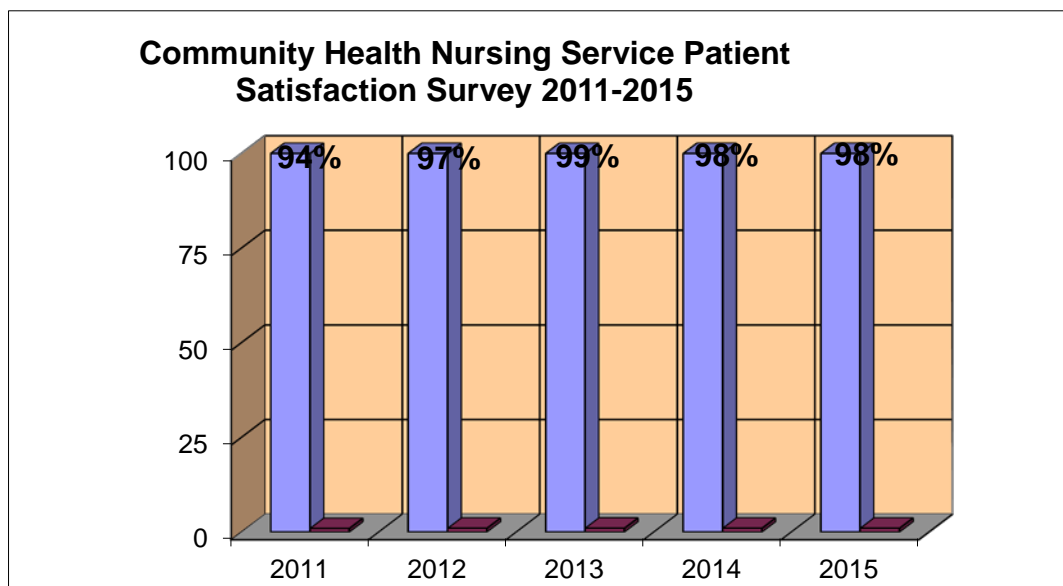
Health checks are available to children 3-18 years old. Appointments are scheduled on Tuesdays and Thursdays but parents can discuss seeing someone the same day, if staff is available. Health checks were done on 87 children at the Head Start in September with CHNS, optical, dental, and nutrition department staff participating. Overall this was helpful to the clinic departments and the Head start to get the bulk of the children screened within the timeframe of the Head Start guidelines.

Medication management for patients with Chronic Mental Illness is provided in collaboration with Menominee County Human Services, Community Support Program Staff. We are presently assisting 10 clients with this weekly.

Community health nurses work with the Women's Personal Health nurses to provide continuous coverage for both departments. Nurses from these departments participate at Community Engagement Workgroup meetings and continue to be involved with trauma informed care initiatives and teen pregnancy prevention.

Community Health Nurses Provide nursing services in patient's homes. Referrals for these services come from MTC doctors and outside hospitals and clinics. Requests also come from patients and family and are assessed for what is needed. Collaboration with other agencies and programs are utilized when needs indicate. Primarily two RN's case manages the skilled nursing visits and on average assists 60-70 individual clients a month.

The CHNS department conducts an annual Patient Satisfaction Survey with the patients in home visits. This chart shows a 98% overall satisfaction with the nursing services provided.



Skilled nursing services are provided to jail inmates once a week. Inmate's needs are evaluated and appointments made when indicated. 204 inmates have been assisted with health concerns.

Influenza vaccines are available during flu season through the Medical Department and Community Health Department. Influenza vaccines are also given at the worksites in the community.

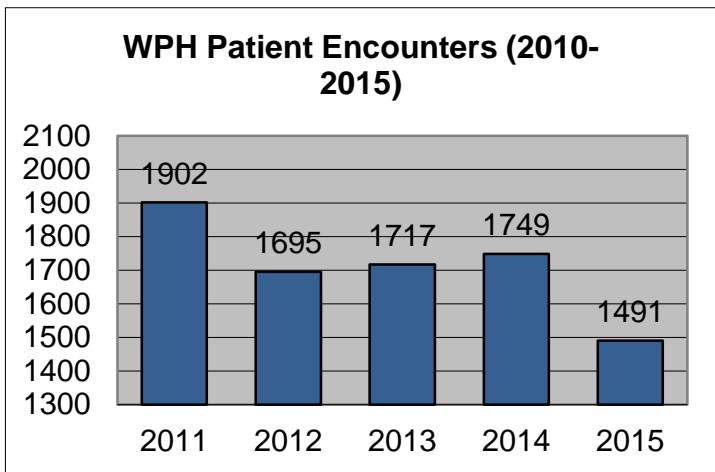
Community Health nurses are responsible to follow-up on communicable diseases reported by Menominee Tribal Clinic Physicians or occur in Menominee County. Shawano County Public Health Department joined with Menominee County Public Health. MTC CHNS nurses are working cooperatively with the Shawano Co. Public Health to provide these services and ensure proper follow up of Communicable Diseases. Chlamydia is the most common reported disease. To date there have been 48 cases of chlamydia reported.

Quarterly meetings are held in Lac Du Flambeau at the Great Lakes Intertribal Council (GLITC) with other tribal coordinators. Melissa sets up a number of HIV/AIDS/STD presentations at the School, College, and other community sites on prevention of the disease and treatment available for those infected. Rapid HIV tests were provided by AIDS Resource Center of Wisconsin at the pow-wow. This past year 5 patients have been assisted with case management services, linking them to resources and infectious disease doctors through the AIDS Resource Center of Wisconsin.

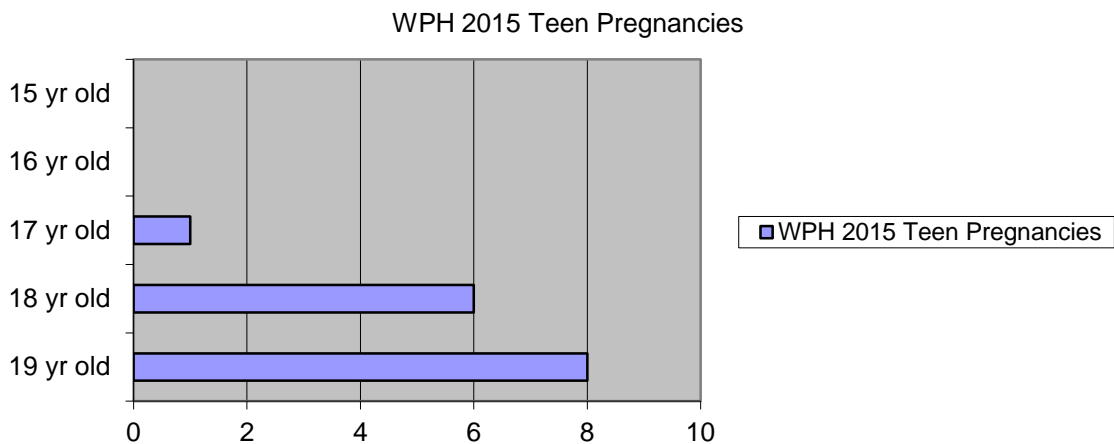
Rural Infant Health worker attempts to visit high risk newborns on the Reservation. Information is presented on baby safety, car seats, immunizations, well-baby visits, and feeding habits. Weight checks are done. High Risk infants are discussed with the doctors and RN's and is referred to the Birth to Three programs at Menominee County Human Services. If respite care is needed they are referred to MCHS. Post-natal questionnaires are performed on mothers; those with issues referred are to the Behavior Health Department. WIC, WPH and CHNS staff meets monthly to discuss current issues and managing patient needs. Comprehensive Home Visitation grant from Healthy Families America Initiative targets teen parents and their children. Community Health Staff have received extensive training to expand these services prenatally and postnatal up to the child's age of two.

**WOMENS PERSONAL HEALTH:** The Women's Personal Health (WPH) Department at the Menominee Tribal Clinic provides a number of reproductive health care services for women and men of all ages. The WPH Department is responsible for providing accessible pregnancy testing, STD testing, contraceptive services and education, initial prenatal assessments, prenatal education, HIV counseling and testing. Referrals for mammograms and for women's health care screenings are also offered. Male patients are provided with vasectomy information and assistance with signing up for Family Planning Only BadgerCare Services if uninsured to pay for the procedure. STD information and testing are offered to male patients. Contraceptive information and condoms are provided for male patients upon request. The WPH staff consists of two (2) Registered Nurses and respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

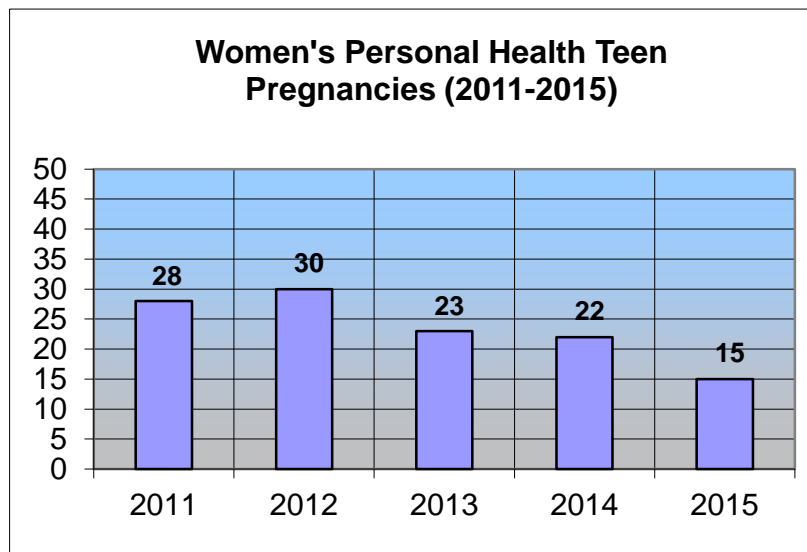
The WPH program provided 1,491 client encounters this grant year. This is a decrease from 1,749 last year. Eighty-five (85) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration at the Menominee Indian High School, Alternative High School, and Middle School this year. The WPH program provided a Teen Clinic once a week at the Menominee Indian High School offering sexual health education and contraceptive counseling to any students looking for information, STD testing or considering contraception. The funding comes from the Maternal Child Health Women's Health Grant.



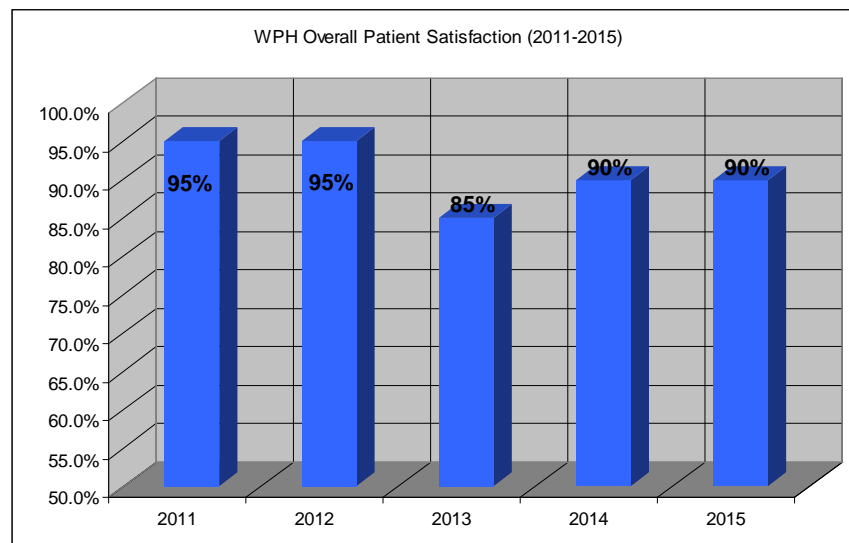
The WPH program provided service to 144 new OB patients this grant year. The total number of teen pregnancies was 15, decreased from 22 in 2014. Nine (9) of the high-risk OBs who qualified for Prenatal Care Coordination enrolled in the case management program offered through the WPH Department. Gift incentives are available to new mothers when they attend their prenatal medical appointments. Prepared childbirth classes are held every other month for an afternoon and patients can schedule to meet individually for information if preferred. The average numbers of moms and partners are two (2) to six (6). Funds are from the MCH Women's Health Grant. The First Breath Program is an incentive program for mothers to quit smoking. The number of participants was 16.



The annual numbers of Menominee Tribal Clinic teen pregnancies have been gradually declining. The majority of the teen pregnancies are 18 and 19 year olds. The success of the decline in the number of teen pregnancies over the past five (5) years is in large part due to MTC providing long-acting reversible contraceptives (LARCs) such as progestin implants (Nexplanon). Since April 2012, Nexplanon have been offered as a birth control option at MTC. The average number of Nexplanon' placed each year at MTC is 60-65 and approximately 25% to teenage patients. WPH staff has participated in the Community Engagement Workgroup Meetings, the Teen Pregnancy Prevention Coalition Meetings, the Wisconsin DPH Women's Health-Family Planning/Reproductive Health conferences, and the Prenatal Care Coordination Meetings.



Another service provided is the Wisconsin Well Women's Program. This is a referral program for women with no insurance or other means of health care payment to be referred for mammograms and health screenings free of charge. This year 30 women were referred for mammogram screenings through this program. This is about the same as last year at 29. The Affordable Care Act has provided many uninsured women the eligibility to obtain health care coverage and has decreased the number of WWWP enrollments state wide. October is Breast Cancer Awareness month. A Women's Health/Diabetes Health Fair is held during this month with information given on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns. Funds are from the WI Well Women Program Consolidated Contract and WI Well Women Program.



The Patient Satisfaction Survey for rating the staff indicated the same approval rating in services from last year. Patients rated the WPH Department in the areas of accessibility, confidentiality, and waiting times such as time waiting for tests to be performed, test results, and time in the waiting room.

Women's Personal Health Department has received the Healthy Start - Eliminating Disparities in Perinatal Health Grant from Great Lakes Inter-Tribal Council. While most women have a safe pregnancy and deliver a healthy infant this is not the case for all. Major and persistent racial and ethnic disparities exist for pregnancy-related maternal illness and mortality, infant mortality and other adverse outcomes such as preterm birth and low birth weight. The root causes of these disparities are complex and include socioeconomic and environmental factors, as well as differences in access to health care. There is great potential for reducing these root causes, particularly among low-income families and communities by strengthening community-based systems of care and implementing "Family Spirit" an evidence-based home visiting program designed for and by American Indian Communities.

The Healthy Start initiative strives to ensure access to community-based, culturally sensitive, family-centered and comprehensive health and social services to women, infants and their families. The Healthy Start program will provide:

- Referral and ongoing health care coordination for well-woman, prenatal, postpartum and well-child care
- Case management and linkage to social services
- Smoking cessation counseling and drug and alcohol services
- Nutritional counseling and breastfeeding support
- Perinatal depression screening and linkage to behavioral health services
- Home visiting
- Inter-conception education and reproductive life planning
- Child development education and parenting support

The employees of the Healthy Start - Eliminating Disparities in Perinatal Health Program are a full-time Maternal Child Health Nurse, a half-time Maternal Child Health Worker, and a part-time MCH Nurse as program Director. The staff participates in Community Engagement and training in trauma Informed Care.

### 2015 FINANCIAL EXPENDITURES REPORT

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 15,008	\$ -	\$ 7,704,070	\$ 121,352	\$ 109,116	\$ 7,949,547
Fringe Benefits	3,565	-	2,652,595	50,895	49,401	2,756,455
Travel	211,758	-	36,635	1,183	2,909	252,485
Training	-	-	65,030	5,788	2,014	72,832
Equipment	-	-	252,043	-	-	252,043
Supplies	100,000	-	6,393,290	38,610	33,060	6,564,961
Contractual	263,000	-	711,000	7,377	100	981,477
Utilities	-	-	85,500	-	-	85,500
Space Lease/Rental	-	-	13,366	-	-	13,366
Indirect Costs	34,872	-	2,014,561	19,947	17,218	2,086,598
Other Costs: (list below)	-	-	-	-	-	-
CHS Referrals	-	-	2,300,000	-	-	2,300,000
Dental Expan. Project	227,732	-	-	-	-	227,732
<b>Totals ►</b>	<b>\$855,936</b>	<b>\$ -</b>	<b>\$22,228,091</b>	<b>\$ 245,153</b>	<b>\$ 213,818</b>	<b>\$23,542,997</b>
Fund/Totals Ratio:	3.64%	0.00%	94.41%	1.04%	0.91%	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
2015 Clinic Third Party			\$10,814,934	\$8,667,450	\$6,900,000	\$ 1,767,450
<b>Totals</b>			<b>\$10,814,934</b>	<b>\$8,667,450</b>	<b>\$6,900,000</b>	<b>\$ 1,767,450</b>

## College of Menominee Nation

S. Verna Fowler, Ph.D., President

**PROFILE OF LEADERSHIP & PERSONNEL:** The College of Menominee Nation (CMN) provides a wide range of programs and services including Bachelor's and Associate degrees, technical/trades diplomas, outreach programming, non-credit courses, workshops and conferences for adults and youth.

The College is chartered by the Menominee People and accredited by the Higher Learning Commission (hlcommission.org). CMN is a partner institution with the American Indian College Fund and, among other affiliations, is a member of the American Indian Higher Education Consortium (AIHEC). In 1994, Congressional authorization made

the College of Menominee Nation one of only three institutions in Wisconsin to have Land Grant status. CMN is designated by the Bureau of Indian Affairs as a Tribally Controlled College.

S. Verna Fowler (Ph.D., University of North Dakota) is the founding president. A seven-member Board of Trustees composed of individuals enrolled in the Menominee Tribe provides independent oversight. Board officers in academic year 2014-2015 and institutions where they studied were the following:

- Chairman – Bernard (Ben) Kaquatosh, Human Resource Manager, MITW (University of Wisconsin-Green Bay and UW-Milwaukee).
- Vice Chairwoman – Virginia Nuske, Director of Higher Education, MITW (Northeast Wisconsin Technical College, UW-Green Bay, UW Oshkosh and University of the Philippines).
- Secretary – Lori Corn, Administrator/Principal, Menominee Tribal School (B.S., St. Norbert College; M.S., Marian College).

Board members and institutions where they studied:

- Sarah Harkey, Nurse, Menominee Tribal Clinic (A.A., College of Menominee Nation, B.S.N., Bellin College of Nursing; M.S.N., University of North Dakota).
- Georgianna Ignace, volunteer (B.S., Marquette University).
- Lynnette Miller, Executive Director, Menominee Tribal Gaming Commission (B.S., UW-Green Bay and M.S., Silver Lake College).
- Elaine Peters, retired (B.S., UW Oshkosh).

Honorary member:

- Ada Deer, retired (B.A., UW-Madison; M.S.W., Columbia University)

CMN employs 178 individuals, 79 percent of whom hold academic or technical credentials, and 37 percent of whom have earned advanced degrees at the master's or doctoral levels. Seventy employees are enrolled or descendant Menominee. Twenty are affiliated with other American Indian tribes.

Officers of the College serving with President Fowler are the following:

- Chief Academic Officer Diana Morris (B.S., Franklin University; M.A. and Ph.D., Ohio State University)
- Chief Financial Officer Laurie Reiter (B.S., UW-Green Bay; MBA Lakeland College)
- Dean, Letters and Science, Chad Waukechon (B.A, UW-Green Bay; M.Ed., University of Minnesota Duluth).

The College's President and CFO are members of the Menominee Indian Tribe of Wisconsin (MITW). A number of other enrolled or descendant Menominee hold administrative positions as Deans, Directors and Managers at CMN. Leadership as of Fall Semester 2015 included Christopher Caldwell, Director, Sustainable Development Institute (A.A., College of Menominee Nation; B.S., UW-Madison); Maria Escalante, Director, Library (B.A., UW Oshkosh; M.A. and M.L.S., UW-Milwaukee); Nicole Fish, Dean, Student Services (A.A., College of Menominee Nation; B.S., Silver Lake College; MBA, Lakeland College); Tessa James, Director of Enrollment Services (B.A., UW-Stevens Point; M.A.C., Lakeland College); Portia Koebach, Director, IT (A.A., College of Menominee Nation; B.S., American International University); Myrna Warrington, Director, Menominee Vocational Rehabilitation Program (B.S. and M.S., UW Oshkosh); Susan M. Waukau, Assistant Director, Advancement (A.A. Haskell Indian Nation University, A.A. and B.S., College of Menominee Nation), and Shannon Wilber, Director, Campus Support (B.S. and M.S.W, UW-Green Bay).

Faculty and adjunct faculty from MITW include Ron Corn Jr. (Certified Menominee Language Speaker, Menominee Language and Culture Commission); Benjamin Grignon (B.A., Institute of American Indian Arts; B.A., UW-Madison; M.A., University of Arizona-Tucson), and Candy Waukau-Villagomez (B.S., UW-Madison; M.S., UW-Stout; M.S. D'Youville College; Ed.D., Pennsylvania State University).

Enrolled and descendant Menominee in program and project Coordinator-level positions at the College include Amber Chevalier, Recruitment Coordinator (A.A., College of Menominee Nation; B.S., UW-Green Bay); Stephanie (Dodge) King, Nursing Support Services Coordinator (A.A., College of Menominee Nation; B.S. UW-Madison); Rebecca Edler,



Sustainability Coordinator (A.A.S. Fox Valley Technical College; B.S., Silver Lake College; M.A., Lakeland College); Brandon Frechette, Coordinator, Menominee Youth Empowerment Project (B.S., UW-Superior); Menomin Hawpetoss, Library Information and Training Specialist (A.A., College of Menominee Nation); Dale Kakkak, Marketing and Media Services Specialist (B.A., University of Minnesota); Annette Miller, Job-Based Training Specialist; Leslie Teller, Instructional Support Coordinator (B.A., UW-Green Bay; M.S.E., UW-Oshkosh), and Joleen White, Grants Management Specialist (B.S. Silver Lake College).

## **OVERVIEW OF PROGRAMS, STUDENTS, SERVICES AND FACILITIES:**

**ACADEMIC & TECHNICAL/TRADES PROGRAMS:** CMN is an open admission institution through the Associate Degree level, meaning applicants who meet certain basic requirements can be admitted. The three Bachelor's Degree programs and the Associate of Applied Science in Nursing are considered "selective," in that a student must apply for program admission after meeting the general admission requirements.

The College of Menominee Nation offers three Bachelor's Degree (4-year) programs of study:

- Bachelor of Arts in Public Administration
- Bachelor of Science in Business Administration
- Bachelor of Science in Early Childhood/Middle Childhood Education

The Bachelor's Degree programs provide learning comparable to the degree studies in these fields that are found at most institutions. CMN programs have the added value of addressing issues and needs of tribal communities across the curriculum.

The public and business administration majors are designed as degree-completion programs for students eligible to enroll in junior- and senior-level courses.

While the College as a whole is accredited by the Higher Learning Commission, teacher education and nursing curricula require their own independent recognition. For CMN's Bachelor's Degree in Education, approval has been provided by the Wisconsin Department of Public Instruction. The College's Associate of Applied Science Degree in Nursing is accredited by the Accreditation Commission for Education in Nursing. The program was awarded continuation of accreditation in July 2015.

Associate Degree (2-year) programs available at CMN in the 2014-2015 academic years were:

- Accounting
- Biological and Physical Sciences
- Business Administration
- Computer Science
- Digital Media
- Early Childhood Education
- Liberal Studies/Humanities
- Liberal Studies/Social Science
- Materials Science and Pre-Engineering
- Mathematics
- Natural Resources
- Nursing (Applied Science)
- Public Administration
- Sustainable Development.

Technical Diplomas were available at CMN in the following:

- Electricity
- Business Office Technician
- Practical Nurse
- Sustainable Residential Building Systems
- Welding

Certificates of Mastery were offered in Criminal Justice, Entrepreneurship and Microcomputer Specialist.

**NEWEST MAJORS ARE IN ENGINEERING:** An Environmental Engineering Technology program at the Associate Degree-level was approved for enrollment beginning in the Fall 2015 Semester. It emphasizes practical environmental applications rather than the theoretical coursework with heavy-duty math, physics and chemistry found in traditional engineering programs. Credits earned in CMN's two-year degree will fully transfer to the Environmental Engineering Bachelor's Degree programs at the University of Wisconsin in Green Bay or Oshkosh. A collaboration already in place provides ready entry for CMN's Materials Science and Pre-Engineering program graduates into electrical, environmental or mechanical engineering options at several UW campuses, including Madison.

**STUDENT DEMOGRAPHICS:** The unduplicated student enrollment number in degree and diploma programs for academic year 2014-2015 was 560, with a full time equivalent enrollment of 370.

Among these students, a total of 331 (59%) are American Indian, with Menominee having the highest representation. During the year, CMN's student population also had strong representation from Oneida and Stockbridge-Munsee tribes. Among other tribes with students enrolled at CMN were Brotherton, Cherokee, Chippewa, Crow, Ho-Chunk, Lac Courtes Oreilles Ojibwa, Mohican, Navajo and Potawatomi.

Sixty percent of CMN's students in the year were age 25 or older. Among the youngest enrollees were high school students participating in free, grant-funded classes through Learn and Earn, a program which enables them to accrue credits that can be applied toward graduation and toward College requirements.

## **OUTREACH, COMMUNITY SERVICE & CONTINUING EDUCATION**

**Sustainable Development Institute (SDI):** The Sustainable Development Institute has been a part of the College since CMN's inception in 1992-1993. Among its current research and service commitments, SDI is working to move the College's campuses toward climate neutrality. SDI confirmed this effort by taking on an Academic Quality Improvement Program action project aimed at re-establishing CMN's American College and Universities Presidents Climate Commitment. SDI is also working on many of CMN's long-standing campus sustainability projects, including an update of the College's 2013 greenhouse gas emissions report.

The institute is the home for the Center for First Americans Forestlands and also disseminates information related to sustainability on the Reservation and far beyond through workshops, community meetings, tours, and presentations. The institute's 2015 Earth Day event was attended by over 120 people. Staff also provided tours for groups including the Purdue University Forestry program and made available 10 webinars on topics including climate change risks and conservation and resource management.

Visitors and Special Programming – SDI brings people from many different States and countries to the Menominee Reservation. Visitors in early 2015 included Dr. Manfred Schölch who was at CMN for several months to work with the Menominee Tribal Enterprises' Forestry Department on a canopy gap and forest regeneration study. He is a distinguished professor of silviculture and forestry science at Weihenstephan University of Applied Science in Freising, Germany.

In May 2015, SDI welcomed professors and doctoral students from Thailand, Malaysia, Myanmar, Cambodia, Vietnam, Singapore, and Bangladesh who were in the U.S. for a UW-Madison workshop conducted by the Center for Southeast Asian Studies. The workshop focused on "Perspectives of Indigeneity" and what it meant to the various groups. While in Keshena, the participants met with Menominee community members as well as CMN faculty and SDI staff members to hear their views.

Projects and Conferences – Work continued this year in SDI's "Measuring the Pulse of the Forest", a project designed to examine climate change impacts to the ecological and cultural relationships of the Menominee forest. The project is funded under USDA NIFA's Climate Change Variability program. Work has included the installation of three one-hectare climate-change monitoring plots on Menominee forested lands. Project crews that include Menominee students attending CMN and holding SDI internships are collecting ecological data from the plots and developing an assessment tool to measure impacts on forest cultural relationships.

In October 2015, participants from tribal, federal, state, higher education and non-profit agencies and organizations were hosted by SDI for the “Shifting Seasons: Building Tribal Capacity for Climate Change Adaptation Summit”. The event focused on building relationships and increasing involvement in climate change issues. Pre-summit events included a tour of the Menominee community and forest to provide a context in which participants could share thoughts and recommendations on how local resources can be coordinated to build community resilience. Participants also had opportunities to visit Reservation cultural sites while here.

**Forest Service Partnership** – In June 2015, Jennifer Youngblood joined the College community as the new USDA Forest Service Tribal Liaison. Ms. Youngblood has worked for various federal agencies in support of tribal initiatives. Her experience in bringing federal resources to bear on tribal issues will be a great asset to the Center for First American Forestlands partnership.

**LIBRARY:** The College operates the Menominee Public Library on its Keshena campus under an agreement with MITW and Menominee County. The Public Library is housed in and operated as a parallel entity with the College’s S. Verna Fowler Academic Library.

Staff members provide public library services for residents of the Reservation and Menominee County, manage and build the public library collection, provide inter-library loan services and present library and literacy programs for children, young adults and adults. Library Director Maria Escalante makes quarterly reports on public library expenditures, programming and patron statistics to the Tribe. Growth in the number of community patron visits to the library and circulation of library materials is detailed in her reports.

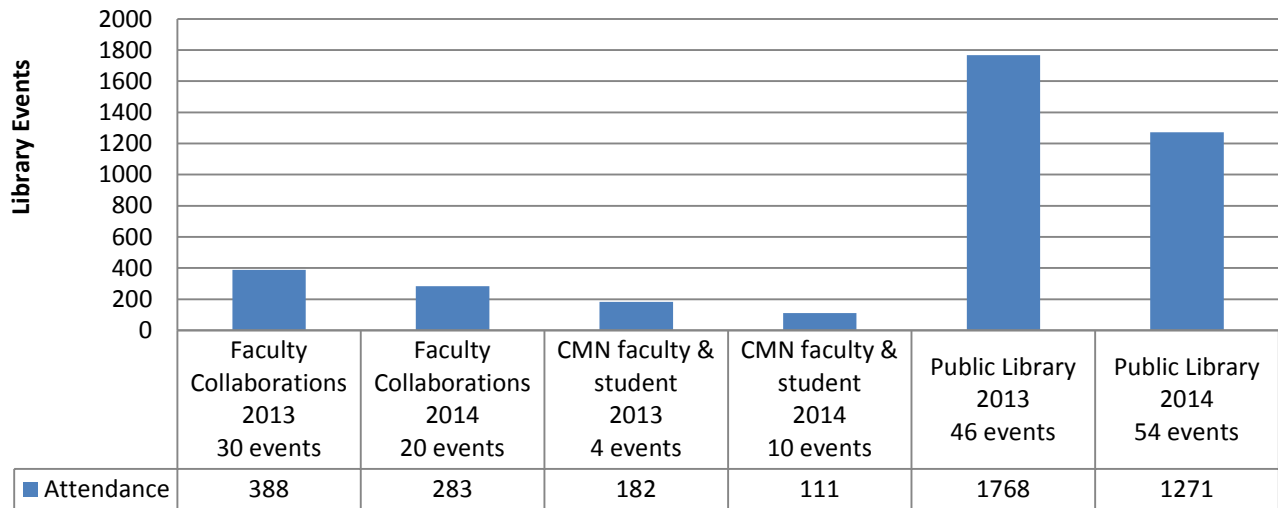
**Library Use by Community Members** – During the year, 576 Library cards were issued, with the vast majority taken by residents of Keshena (341) and Neopit (107). The Library also serves many casual or occasional visitors who take part in the special events that do not require them to hold cards.

**Library Events with a Community Focus** – The Library has a strong calendar of free, public events. Visiting authors included well-known Native writer N. Scott Momaday; network TV journalist and author Hattie Kauffman, and Menominee elder and author Raymond Kaquatosh. To coincide with Veteran’s Month and National Archives Month, the Library’s Special Collections department developed a Veteran’s Photo Exhibit for November 2014. Original photos of Menominee veterans were submitted by community families for inclusion in the public exhibit. Digital copies of the shots are now in the Library’s Recollections Wisconsin archive.

The dozens of public events and activities included Story Time programs, youth and adult book clubs, do-it-yourself learning sessions, movie showings, and summer reading programs.

The Library was also the location for the CMN Education program’s 2014-2015 College 4 Kids series designed to engage parents, care-givers and children in early childhood literacy development.

## S. Verna Fowler Academic Library/ Menominee Public Library



**CONTINUING EDUCATION:** The College's Department of Continuing Education (DoCE) is designed to provide training, workshops and continuing education opportunities for the community, with a special focus on efforts that empower and promote positive change.

Programs and projects administered by DoCE include Menominee Vocational Rehabilitation, Youth Empowerment Program, Summer Transportation Institute, Archaeology, and Financial Literacy. DoCE's report for 2014-2015 lists more than 2,500 registrations in 123 different workshops. Workshops vary in length from one to several sessions with a total number of workshop hours accrued in the year being 8,541.

DoCE received \$6,000 in grants from the American Indian College Fund during the year to offer a Native Arts workshop series in crafts that have been losing their identity in the community. Local artisans were brought in to teach the sessions in black ash basket making, snowshoe making and finger weaving so that the skills can be passed on to future generations.

The Menominee Youth Empowerment Program (MYEP) at CMN serves a cohort of 52 Menominee teens who are now completing their fourth year in the five-year program. YEP is being funded with a major grant from the U.S. Department of Health and Human Services. Programing in the project is focused on promoting student success; family resiliency and helping children avoid high-risk behavior.

Another successful program involved the continuation of the Tribal Community Resource Center, Menominee Tribal Enterprises and College partnership that developed a sawyer certification workshop. The program was launched a year earlier to prepare local men and women to become sawyers and work in the woods as loggers. In its second year, the workshop enrolled a total of 35 students, with more than half finding related employment upon completion. Training was provided by local loggers and Menominee Tribal Enterprises staff. The program has support from a Wisconsin Fast Forward grant.

DoCE worked with other tribal entities such as the Menominee Tribal Clinic, Maehnowesekiyah and Menominee Conservation, and external agencies such as Red Cross, Junior Achievement of Wisconsin, Good Will's FISC program and University of Wisconsin-Extension. The department is also host for U.S. Department of Agriculture's Tribal Colleges VISTA workers who bring manpower support to the community. The College's most recent VISTA workers' have focused on food sovereignty and agricultural outreach, including the creation of a quarter-acre production garden on the campus and planning for a community farmer's market for the 2016 growing season.

**TECHNICAL EDUCATION:** The Technical Education Department continued to expand its enrollment with graduates in its five diploma programs. The number of graduates at Spring 2015 commencement ceremonies in technical/trades programs totaled 58, compared to 31 in 2014.

In late 2014, the College's Community Technology Center (CTC) became the location for the Menominee Job Center, a service operation open daily to community members. Services there complement the professional development, resume writing and soft skills training that the Technical Education program offers students in the Technical Education classes. The CTC also houses a certified Pearson Vue testing center where students can take the online GED test. The CTC facility reports serving on average 40 individuals each day, with an average visit time of three hours.

The Home Health Aide training program conducted by the CMN Technical Education program in the three past years won funding for a second phase of operation under a Wisconsin Fast Forward grant. The second phase of courses brought free-of-cost training to 220 individuals.

### **MILESTONES AND ACCOMPLISHMENTS:**

**ALUMNI NUMBER TOPS 1,000; SPRING CLASS INCLUDES 34 MENOMINEE:** Commencement ceremonies on May 30, 2015, represented a special milestone for the College of Menominee Nation with the Spring graduating class bringing the CMN's total number of alumni above the 1,000 mark.

The graduating class included members and descendants of 11 American Indian tribes and residents from 28 communities in Wisconsin, Michigan and North Carolina. Thirty-four of the class members are enrolled in the Menominee Tribe and a number of others are Menominee descendants. Other class members identify themselves as belonging to the Bad River Chippewa, Brotherton, Cherokee, Crow, Ho Chunk, Lac Courtes Oreille Ojibway, Mohican; Oneida, Potawatomi and Stockbridge-Munsee tribes.

CMN President Verna Fowler's special guests for the program were Menominee men Gary Besaw, Trenton Miller, Sr., and Justin Gauthier. MTL Chairman Besaw offered a traditional prayer to open the ceremony. Miller, who was receiving his CMN degree in Natural Resources, spoke on behalf of the graduating class. Gauthier, a 2011 CMN graduate who continued his education at UW-Madison, welcomed the class members to the ranks of alumni.

Enrolled Menominee in the Spring 2015 graduating class were:

**Bachelor of Arts Degree – Public Administration:** Shane A. Dixon, Sr., of Shawano, and Bryan L. Waukau, Keshena.

**Bachelor of Science Degree – Business Administration:** Mani A. Boyd, Shawano, and Denise M. Madosh, Susan M. Waukau and Arlyne L. Wayka, all Keshena. Ms. Madosh graduated with academic honors.

**Associate of Arts and Sciences Degree – Biological and Physical Sciences:** Brennan A. Waupoose, Keshena. **Early Childhood Education:** Noelle A. Madosh, Keshena. **Liberal Studies/Social Sciences:** Carol L. Brunette, Jesse D. Kaquatosh-Williams and Melissa J. Wilber, Green Bay, and Denise L. Nacotee and Mary A. Shawanokasic, Keshena. Ms. Brunette graduated with high academic honors. **Natural Resources:** Luis A. Kakkak and Timothy B. Waupoose, Keshena, and Trenton T. Miller, Sr., Shawano.

**Associate of Applied Science – Nursing:** Colleen M. Wayka, Keshena

**Technical Diploma – Business Office Technician:** Maria L. Frechette and Marsha L. Miller, Keshena. Ms. Frechette graduated with high academic honors. **Electricity:** Dana A. Bergeon, Shawano, and Allen G. Grignon and Brian L. Grignon, Keshena. **Practical Nursing:** Stephanie L. Bugler, Keshena, and Lorna L. Odeen and Constance R. Wray, Green Bay. **Sustainable Residential Building Systems:** Anthony Brown, Crystal K. Lyons and Richard A. Tourtillott III, Keshena. **Welding:** Kyle J. Grignon, Neopit; George A. Swett, Shawano; Antonio V. Waukau, Sr., Kyle J. Wilber and Christopher J. Wynos, Keshena.

**Certificate of Mastery – Criminal Justice:** Forrest Perez, Keshena.

**MAJOR ADVANCED IN TECHNOLOGY:** The College installed state-of-the-art technology at the Keshena and Green Bay campuses with funding from a major U.S. Department of Education Title III grant. Classrooms at both campuses are

now equipped with high definition distance learning TelePresence technology that provides high-quality lighting, microphones and cameras to let students at both sites and the instructor interact fully as they share documents and video and engage in discussion.

The project also equipped the Keshena and Green Bay campuses with mobile-cart teleconferencing units. The cutting-edge administrative technology provides advantages for meetings, staff training and student engagement/learning that require less travel between the two locations and thus reduce both cost, time commitments and CMN's carbon emissions footprint.

Departments across the College maximized grant funding during 2014-2015 to gain efficiencies in their operations. For some units, such as Human Resources, action centered on purchase of the software that is improving access to real-time data, creating reports and generating statistics. CMN's Sponsored Programs and the Registrar's Office also stepped up use of software components that can be added to the College's existing Student Services management technology. A budget-planning module was adopted for all administrative departments.

In the College Information Technology area, staff provided campus-wide network upgrades, including network bandwidth for both campuses. The College implemented a new email archive system for all staff and sound systems for classrooms, added security cameras for the Green Bay campus, and replaced outdated classroom equipment where needed.

IT staff reported that they currently support more than 800 computers for both campuses. This is almost double the number served in 2009.

**SCHOLARSHIPS FOR NATIVE STUDENTS ATTENDING CMN:** The College provided more than \$3.6 million in financial aid and scholarship awards during the year. Several of CMN's scholarships are designated specifically for Menominee or other American Indian students. Among these awards is the new Nation Builders/MTE Scholarship supported by Menominee Tribal Enterprises. Privately-funded scholarships at CMN totaled more than \$500,000 during the year. These include the Brian Nuske Memorial, Robert Peot Foundation, Advantage in Higher Education, Menominee Casino, Native Pathways, Francis and Barbara Stauner, and Johnson Foundation scholarships, and awards provided by CMN through contributions from the American Indian College Fund.

Other sources of student aid included Federal Pell grants, program-specific grants and BIA support for American Indian students.

**NURSING ACCREDITATION RENEWED:** The Associate of Applied Science Degree Nursing (ADN) program completed the process for re-accreditation by the Accreditation Commission on Education in Nursing (ACEN) with an on-site visit in March 2015. In announcing approval of the re-accreditation, ACEN cited the program's "exceptional integration of cultural, ethnic, and socially diverse concepts, particularly in relation to the Native American culture."

During the past year, CMN's Nursing Career Ladder program accounted for the largest class of ADN and Technical Diploma in Practical Nursing (TPN) graduates with 47 new alumni (31 TPN and 16 ADN). Certification was given to 78 students in the Nursing Assistant (CNA) class. Dean Karen Bialek also reports that the Nursing Career Ladder program licensed or credentialed a total of 125 nursing healthcare providers.

**FACILITIES:** The College's main campus is located on 52.5 acres in Keshena. A second campus in the Green Bay metro area serves about one-third of the College's enrollment. Depending upon their program of study, students may take classes at one or both campuses. They are able to make use of the Menominee Transit's bus service between campuses.

The Keshena campus has nine major buildings for instruction, administration and operations totaling 125,000 square feet. CMN's Green Bay programs are offered from a leased facility with classrooms, laboratories, library-resource space and administrative offices. Space there totals more than 17,200.

To support healthy environments for students and employees, CMN campuses are Tobacco-Free. Emergency notification systems and campus security phones were improved during the year to enhance responsiveness, communications and campus security. The College continued participation with the Menominee Tribal/County LEPC (Local Emergency Planning Committee) and its partnership in the local emergency notification systems, including the tornado siren installation and emergency speaker systems.

**STATEMENT OF FINANCIAL HEALTH:** Challenges of the year centered on addressing the enrollment decline that has been plaguing colleges and universities everywhere and at last arrived at CMN. Improvement in the national economy customarily results in lower enrollments as prospective students find jobs and defer studies. In Fall 2014, student head count at CMN returned to 2008-2009 numbers, after having grown by 29% through 2012-2013. Rapid growth, followed by a decline in enrollment and tuition revenue, contributed to the need for budget readjustments.

The College worked diligently throughout 2014-2015 to realign finances, program array and delivery resources while sustaining the mission and institutional quality. For the first time in its history, the College placed employees on a temporary 32-hour work week between February and October to reduce expenses. Other economies were employed. Financial and business procedures were adapted and improvements made to institutional technology. Program offerings and student services were realigned for the 2015-2016 year to assure that the College is optimally addressing community needs and changes that are facing graduates in the employment market.

The College reduced expenses by more than \$1.45 million below its \$15.99 million budget estimate for 2014-2015.

Category Description	FISCAL YEAR 2015 – GENERAL FUND			
	CMN General Fund	Grant Support	Tribe Support	Total
Student Services	71,439	-	30,699	<b>\$ 71,439</b>
Financial Aid	54,595	9,325	23,461	<b>\$ 63,921</b>
Student Services Administration	202,888	189,785	87,186	<b>\$ 392,673</b>
Recruitment	263	-	113	<b>\$ 263</b>
Registrar	133,151	-	57,218	<b>\$ 133,151</b>
<b>Total Expenses</b>	<b>462,336</b>	<b>199,110</b>	<b>198,677</b>	<b>\$ 661,447</b>

MITW support to the College is dedicated to the Student Services portion of CMN's expenses. In the period of Oct. 1, 2014, through Sept. 30, 2015, the Tribe's support of \$198,677 was expended as detailed above.

CMN entered the Fall 2015 semester with students enrolling for a higher than projected number of credit hours and is recording a strong level of inquiries from prospective students for Spring 2016.

#### ■ Grants to CMN Total Nearly \$8.76 Million

Grant support for programs and projects of the College totaled nearly \$8.76 million in awards made for the 2014-2015 or for multi-year periods. Among them were:

- U.S. Department of Education grants to continue student support programs aimed at ensuring that low-income, first generation students and those with disabilities persist in College through graduation and to continue development of a Limited English Proficiency program.
- U.S. Department of Health and Human Services grants to provide tuition and support services to students pursuing CNA, LPN and RN programs.
- U.S. Department of Agriculture grants to coordinate trainings on nutrition, food sovereignty, business management and financial literacy, and for forest research and campus green space projects.
- National Science Foundation grants for the education of American Indian engineers and for solar energy research.
- Nuclear Regulatory Commission grants to increase the number of students majoring in STEM subjects.
- American Indian College Fund grants for the Sacred Little Ones project to address barriers that inhibit educational success and expand literacy for American Indian children.
- First Nations Development Institute grants to support financial literacy workshops for CMN students.
- Great Lakes Inter-Tribal Council service agreement award to provide outreach services and encourage continuing education among Native people with disabilities.



# Community Development

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Jeremy Pyatskowit, Acting Director

The Community Development Department provides technical and management services to the Tribe and its members in development of the community through infrastructure, planning and land assignments. Community Development oversees a vast array of programs and services aimed at developing community infrastructure needs, addressing solid waste disposal needs of the community, maintaining land use assignments and conducting short and long term planning efforts. The key areas at Community Development include realty, roads maintenance, Geographical Information System (GIS), and the general laborers. The last year brought more changes in the department with the addition of the LEC/Courthouse maintenance efforts as well as the maintenance of the community parks and ball fields which transferred over from recreation. There have been staffing changes as well with the director transferring to a different department and an interim director managing the department until a new director is hired. The Community Development Department continues to look forward in planning projects for the future and creating new initiatives that benefit tribal members.

**GEOGRAPHICAL INFORMATION SYSTEM:** The GIS department is tasked with maintaining all mapping data (important layer include: parcels, roads, hydrography, buildings, zoning, land use, and utilities (water/sewer/storm). Maintenance includes creating new data (currently GPS road sign, guard rail, and culvert features) and updating existing data to be more accurate (spatially and attributes). These GIS datasets are available to other employees utilizing ArcReader for viewing and ArcGIS for editing (currently support Community Development, Housing, Transit, and Environmental). With proper GIS data, we are able to provide custom maps to all employees and members, in either paper or PDF form. With current base map projects created, generating any type of map is done quickly and easily.

The GIS department was tasked with creating Emergency Plans for several public buildings on the Reservation. This included creating floorplan datasets and inventorying the emergency features (i.e. fire extinguishers, alarms, strobe lights ...) and if required, emergency route (tornado & fire) maps for each room. Currently, plans have been created for Keshena Day Care, Keshena and Maehnowesekiyah Head Starts, Neopit Tribal School, and the LEC.

Future developments include: creating a web-based mapping platform based on ArcGIS Server technology and reconfiguration of the current Geodatabase model we currently use (less conflicts and easier management). In addition, we will be considering replacing CarteGraph asset management software, as the current version is due to be obsoleted.

**LEC:** The Community Development department is assisting Menominee Tribal Jail with the Department of Justice Jail Expansion Grant. On June 1, 2015, a design/build contract was awarded to Bayland Builders. They have been working with the BIA on plan approval. Once plans are approved construction is scheduled for the spring of 2016. Community Development is also assisting Menominee Tribal Jail with several smaller projects including raising the recreational area fence to allow room for a basketball hoop in the yard, upgrading the outside lighting, coordinating an entire camera system upgrade, and replacing the security windows throughout the jail.

**ROAD MAINTENANCE:** The service the staff provides includes, but is not limited to: administering programs under the TTP Roads and Road Maintenance contracts. Also preparation of report data, budget analysis, proposal development, program analysis and research, working with Real Estate Services in maintaining rights-of-way/easements, if required coordinate and review permit use requests of natural resources with other departments, and any other duties as directed by the Tribal Chairperson, Tribal Administrator, and Tribal Legislature.

In addition to the TTP Road Maintenance contract the department will assist and coordinate the preparation of estimates for several building renovation projects on the Reservation, including the, LEC Law Enforcement Center Building, along with the Neopit Electrical Sub-Station project. The department continues to implement a Geographic Information System (GIS) for the Tribe. Work continued on the editing of road, utility, parcels, land use, zoning, and other layers. Continue to utilize and input all monthly road maintenance expenditure into MITW's CarteGraph Asset Management software system for better monitoring of all aspect required on not only road but also sidewalks, bridges, street lighting, and signage. Begin implementation of a new software program "FleetVIP" to monitor and track all equipment used within Community Development from vehicles to lawn mowers or any other power tools utilized by the laborers.

Neopit Streets Phase II – The project consisted of new streets signs, cross walks, ramped sidewalks, curb & gutter repair, storm sewer repair, and repaving all the streets in the Dog Town area of Neopit. The road improvements greatly improve the safety of the community.

Neopit Senior Center – The parking lot was paved, parking stalls and bus lane added, and new ramp installed. The improvements will make the facility safer and allows for better utilization of the parking lot.

Maehnowesekiyah Parking Lot – The parking lot was paved, widened, sidewalks, and streets lights added. There improvements were needed do the gravel lot and the lighting addresses the needs of the Domestic Violence Center.

County G Intersection – The project consisted of realigning the intersection and creating a cul-de-sac for Maehnowesekiyah. Realigning County G has created a safer intersection by increasing sight distances and adding turn lanes.

In recognition of the County G Intersection project, both Shawano County Highway Department, and Menominee Tribal Community Development Department have been selected to receive a 2015 WisDOT Tribal Excellence Award. This unique partnership between Shawano County, Menominee Community Development, and WisDOT resulted in the transfer of an abandoned wayside, a parcel of WisDOT land located on the Menominee Reservation, to the tribe. The complexities included in this transaction requiring patience, dedication, partnership and perseverance but in the end, the Tribe obtained the parcel and the county acquired an easement from the Tribe allowing them to move the CTH G/STH 47 intersection to a safer location through a HSIP project. The true success is in the new safer intersection on the Menominee Reservation that serves travelers to, through and within the community which would not have been possible without this cooperative effort.

In addition prior to receiving the 2015 WisDOT Tribal Excellence Award MITW Community Developments Collaborative efforts between the Menominee Nation, NC Region, and AECOM resulted in the successful attainment of over \$900,000 of funding from the 2013 Tribal Transportation Safety Program for safety enhancements along STH47/55. (The second largest construction grant awarded to a tribal government in the country). This project is an excellent example of how critical WisDOT Tribal Affairs is to our tribal relations in Wisconsin. This project showcases years of coordination between Menominee Nation and NC Regional programs and project managers. The success of this project lies with the diligent and regular communication between various NC Regional staff, the private sector and the Menominee Nation.

**LAND USE/REAL ESTATE:** Land use continues the daily tasks of assisting Tribal members in leasing Tribal land through recreation lots, residential lots, program leases and agricultural leases. The department also assists tribal members with investigations on land through title searches and research at Menominee county and/or BIA.

**GENERAL:** The labor crew oversees a large variety of tasks that are completed each year. They operate the Keshena Transfer Site, manage the woodland bowl and the fairgrounds, mow the grass at the parks and other facilities, maintain the ball fields, clear the sidewalks in Keshena, Neopit, and Middle Village, maintain the west branch pit, maintain the public beaches, brush and maintain roads as necessary, and other incidental tasks as necessary. The Department is assisting the pow-wow committee with upgrades to the woodland bowl in preparation for the 50<sup>th</sup> anniversary pow-wow in 2016.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 70,957	\$ -	\$ 387,606	\$ 10,514	\$ -	\$ 469,077
Fringe Benefits	33,732	-	158,617	3,457	-	195,806
Training	-	-	15,045	-	-	15,045
Equipment	4,136	-	36,430	-	-	40,566
Supplies	28,333	-	44,885	491	-	73,709
Contractual	231,143	-	27,873	4,690	-	263,706
Utilities	25,635	-	9,995	386	-	36,016
Indirect Costs	19,097	-	58,326	1,685	-	79,108
Other Costs: (list below)	-	-	-	-	-	-
Taxes	30,267	-	-	-	-	30,267
Insurance	9,255	-	-	-	-	9,255
MTE Contractual	-	-	300,000	-	-	300,000
MCHD Contractual	-	-	300,000	-	-	300,000
Construction	-	-	642,251	-	125,000	767,251
<b>Totals ►</b>	<b>\$452,555</b>	<b>\$ -</b>	<b>\$1,981,028</b>	<b>\$ 21,223</b>	<b>\$125,000</b>	<b>\$2,579,806</b>
Fund/Totals Ratio:	17.54%	0.00%	76.79%	0.82%	4.85%	

PROGRAM INCOME/REVENUE	FY2014 Fund Balance	FY2015 Amounts		
		Generated	Expended	Balance
Land Leases	\$ -	\$ 29,242	\$ -	\$ 29,242
Dumping Fees	-	2,312	-	2,312
Land Use Fees	-	1,416	-	1,416
RFP Income	-	475	-	475
Other	-	7,524	-	7,524
<b>Totals</b>	<b>\$ -</b>	<b>\$ 40,969</b>	<b>\$ -</b>	<b>\$ 40,969</b>

## Community Resources

Sue Blodgett, Director

The mission of the Community Resource Center (CRC) is to provide high quality job training, employment, labor market information, and income maintenance services. In FY15 the Community Resource Center operated the Income Maintenance program, Food Share Employment and Training (FSET), Child Care SHARES, Tribal Temporary Assistance for Needy Families (TANF), and Public Law 102-477 programs. Staff consisted of eighteen (18) employees. These positions included: Community Resource Director, Assistant Director, two (2) Job Counselors, four (4) TANF Case Workers, three (3) Income Maintenance Case Workers, Food Share Employment and Training Case Worker, Recruitment and Training Coordinator, two (2) Administrative Assistants, Receptionist, Maintenance/Housekeeper and one (1) Youth Supervisor.

**INCOME MAINTENANCE/ FSET/ CHILD CARE SHARES:** The Income Maintenance programs we currently operate are Food Share, Badger Care, Medicaid, Long Term Care, Family Planning Waiver and other smaller subsets of the Health Care programs. These services reach out to all of Menominee County within our service area to include Native and Non-Native applicants. Enrolled tribal members living in neighboring communities (Shawano, Oconto) can request for their eligibility to be issued through our office. This program is currently serving 1,022 active cases, receiving a variety of services.

We strive to provide a quick turnaround for our clients for applications, changes and renewals to their case as we understand that they rely on these benefits to care for their families and we want to assure they are provided in a timely manner. Same day appointments are accommodated as allowable to serve the client while they are on site so they do not need to return at another time. Each IM Case Worker staffs over 315 cases each.

The Director is an active member of the Wisconsin Tribal Income Maintenance and TANF Association that meets on a quarterly basis to discuss policy and changes to these two programs and advocates for clarity and equality for Tribes. These meetings are attended by tribes from across the state as well as staff members from DHS that take our voice and concern back to the state level. As a staff we meet on a monthly basis to review changes to program and process to assure they are giving the members the correct information and benefit determination.

This past year we also assumed the Child Care SHARES program from Menominee County and are now determining eligibility for child care reimbursement funds. Two of our current IM Case Workers added this duty to their day to day responsibilities. When we assumed the program there were 3 active clients and we have grown to 10 cases serving 18 children. We have been collaborating with the area child care providers on and near the reservation to perform eligibility. We have been closely collaborating with the Menominee Tribal Early Childhood programs to coordinate the SHARES program with their CCDF funding to best benefit the tribal members.

Further collaborating takes place with the Menominee Tribal Clinic, Menominee County Health and Human Services, Wolf River ADRC, and Menominee Aging Department to assure community member's eligibility needs are met for medical needs.

The Food Share Employment and Training Program (FSET) began on April 1, 2015. This program lifts a waiver to a prior law requiring all able bodied adults without children the requirement to participate in a Job Training or Employment field

in order to be eligible for Food Share benefits. This program is a great fit with our current PL 102-477 program and the Menominee Job Center located at the CTC building at CMN. A new staff person was hired to serve as the FSET Case Worker, completed training and began serving clients in early April. This program offers an opportunity for community members to work towards employment in order to continue to receive their Food Share benefits. The program is designed to offer the client three months of Time Limited Benefits during which time they work towards their employment goals which they have created as a part of their Employment Plan. The FSET Case Worker has been diligent about reaching out to clients to explain the benefits of the program and their need to participate in order to keep their benefits active. Unfortunately this program has had a slow start in gaining participation. The Case Worker is sending meeting notices as well as making personal contact with the clients to encourage participation so benefits are not lost. We will continue to offer education about the program to assure that clients see the importance of participating in order to retain their benefits. This program is a requirement for people ages 18-49 that are Able Bodied Adults without Dependents (ABAWDS).

**TANF:** The Tribal TANF program is designed to assist low income families work towards self-sufficiency. This program is similar to the State W2 program but is tailored specifically to meet the needs of our community members. This process includes overcoming barriers to employment, gaining job readiness skills, job training and in some cases work experience placements.

The TANF program has five main goals they strive to achieve through the operation of the program:

1. To reduce the overall costs of public assistance by promoting work as a means of family support;
2. To promote individual employability of TANF recipients through close collaboration and coordination between the TANF Program, PL 102-477 Program, Education Department, and other Tribal programs;
3. To reduce generational dependency on public assistance through the development and awareness of work ethics and their value to individuals, their children and the community;
4. To decrease specific barriers to employment such as drug and alcohol dependency by establishing drug testing as one of the necessary eligibility requirements for TANF benefits, and referrals to AODA evaluation and treatment, and
5. Promote self-esteem, independence and self-sufficiency.

The TANF program service area is limited to the geographical boundaries of the Menominee Reservation and Menominee County including Middle Village. Eligibility for TANF benefits are based on the Department of Health and Human Service Poverty Guidelines and are available to Native and Non-Native individuals.

Our Tribal TANF program is designed to assist needy families within our community to work towards self-sufficiency. Each client is assigned to a Case Worker who will work one on one with the client to create an individual plan. This plan will include goals for the client to work towards that will assist them with the final goal of securing employment and becoming self-sufficient for their family. A monthly client orientation is held with the Case Workers to explain the dynamics of the program to the new clients.

Monthly cash benefits were provided totaling \$228,711 and an additional \$59,668 in supportive services provided to these families this past year. Supportive services are provided to assist families with various needs during their time on TANF. Bus tickets and gas cards are the most widely used to assist with transportation needs. Some families were assisted with additional bus passes for their children so they could attend school in Shawano. Additional bus tickets were purchased for those clients needing to use a special route due to their location and/or work schedules. The next two most widely used supportive services are for utility bills and minor car repairs for necessary improvements. Clients meet with their worker on at least a monthly basis to discuss their progress and needs.

Once clients become employed and are no longer eligible for a monthly benefit they are given the option to stay on as a Transitional client. During the next 12 months our Case Workers are available to provide guidance and assistance to the clients to support them to remain employed. Gas cards to get to work during the first few months of employment are a key support to assure clients can make it to work each day while adjusting to their new job.

Diversionary assistance in the amount of \$48,240 was expended this year to 24 working families, a decrease from past years. This assistance is designed to help working families that are at or below the 185% of Federal Poverty Level. When working part time or at low wages it makes it difficult to make ends meet sometimes especially when the unexpected happens such as car repairs or medical issues. This program is open for use by individuals one time in a twelve month

period and for a total of five times (5 years). Returning clients must complete a financial budgeting class with the UW Extension office. Our goal in having them complete this is to teach people to live within their means and planning for added unexpected expenses as well as possibly the need for additional income to support their family.

On the Job training is a key aspect of our program for those clients that have overcome their barriers to gaining and keeping employment. This past year we worked jointly with the following departments to provide 20 clients with job experience in a paid or non-paid placement to gain the experience needed to increase their employability: Food Distribution, CBRF, Daycare, Human Resources, Prosecutors Office, Procurement, Menominee Job Center, Historic Preservation, Save-A-Lot, College of Menominee Nation, Enrollment, and Maintenance. Five clients have successfully been hired on part or full time after the completion of their On the Job Training period (some at the training site and others at different jobs). These departments were provided with 6,267 hours of manpower, at no expense to them, paid by our program equaling \$45,435.75.

Monthly incentives were earned by clients completing all of their hours each month and returning all timesheets and monthly change reports timely. This is put in place to teach clients the importance of follow through on tasks given and accountability. Each month featured a different “basket” of goodies to include: cleaning materials, Thanksgiving cooking set, Christmas baking items, family dental needs, family hygiene items, laundry items, gardening, and first aid kits. Each client had the opportunity to earn this incentive monthly valued at approximately \$30. Other monetary incentives are earned for completing a certificate program, earning a high school diploma or degree and/or completing 6 months of continuous employment. A small pizza/ice cream party is held each summer to celebrate students with near perfect attendance and good grades along with certificates of achievement.

A monthly training calendar is developed for our clients and the community by the Recruitment and Training Coordinator. Various topics are presented each month to offer a wide range of activities and information. Topics range from educational, employment related, job training activities, crafts (beading, sewing, regalia making), nutrition education and off site activities. This calendar is made possible with collaboration between many departments including: many Menominee Indian Tribal Departments, UW Extension Office, Forward Services, and College of Menominee Nation just to name a few. This calendar is open to all clients and the community as a whole to utilize. Participation in these activities has been really low this year (2-4 people daily) so we are looking for a better way to advertise and bring these opportunities to the community.

A few of our highlighted successes of the program year include:

- 30 clients obtained part time employment throughout the fiscal year.
- 7 client obtained full time employment throughout the fiscal year.
- 6 clients obtained their probationary drivers' license or paid fines to become reinstated.
- 1 client obtained an Associate's Degree.
- 9 clients completed their initial assessment and began their AODA treatment plans.
- 4 clients completed the Home Health Aid Certificate or CNA program.
- 1 client completed the Sustainable Residential Development program through CMN.
- 1 client passed her State Nursing Exam.
- 4 clients obtained reliable and appropriate housing (1 handicapped unit).
- 4 clients obtained reliable child care so they could actively participate in the program.
- A female client with two children attended school part time and participated in a Work Experience placement full time to gain experience. She went on to get hired in Oneida part time and eventually went to fulltime while still attending school and obtained housing.
- A female client obtained part time employment, completed her AODA, obtained her driver's license and successfully completed 12 months of transitional programming for follow up support and case work.
- A male veteran client engaged in PTSD services through the Veteran's program and obtained housing for his family.
- A determined single father overcame a past criminal background which was hindering his employment with the assistance of our program. By working under a Work Experience Contract this individual showed his determination to move ahead and provide for his child. He was originally placed at the work site to build a work history. Due to his strong work ethic and pleasant personality, at the completion of his contract the Director of the program requested an extension which was granted. At the end of the extension the client was again asked to stay on so he began working at the site to complete his TANF hours. Unfortunately this program did not have extra funding to hire him on so he continued to look for regular employment. At the

end of the fiscal year he was placed in a contract for hire and will be a full time tribal employee with benefits at the end of November.

**PUBLIC LAW 102-477:** The Menominee Indian Tribe's Public Law 102-477 Plan includes the Workforce Investment Act (WIA), Adult and Youth Comprehensive and Native Employment Works (NEW) funding. Services are designated for youth and adults, including individuals that have been recently placed on lay-off.

Eligibility for Public Law 102-477 services requires the individual to be "Native American" or "American Indian". The 477 Program has established a definition of this to be anyone who is: (1) an enrolled member of the Menominee Indian Tribe (2) an enrolled member of a federally-recognized Indian Tribe or (3) ¼ or more of Indian, Alaska Native or Native Hawaiian descent; or (4) a direct descendant of an enrolled Menominee member or an enrolled member of any other Federally recognized Tribe. Additional eligibility requirements include that the participant must also be: (1) economically disadvantaged; or (2) unemployed; or (3) under-employed. Adult applicants must be age 18 or older, while youth applicants can be between the ages of 14-21 years. All eligible applicants must have resided within the service area of on or near the Menominee Indian Reservation.

This fiscal year the two Job Counselors had an average of 50 clients each monthly. Clients meet with their Job Counselor to complete an Employability Plan, which lays a course for the client, outlining activities for them to complete to work towards their goal of education and/or employment. Milestones are reached and achieved along the way and new goals are set. This program is a voluntary program that offers no monthly benefit but does offer supportive services that are employment or education related, to overcome barriers. This past year \$59,386 was expended on supportive service requests. These requests range from bus passes, gas cards, AODA assessment, minor car repairs, tire replacement, driver's license fees, car registration, post-secondary education fees, professional license fees, minor tools/equipment and interview/work clothes and shoes. Each client is assisted with a variety of needs to assure they are work ready.

A few of our highlighted successes of the program year include:

- 1 client completed their CNA training certificate.
- 4 clients obtained their driver's license.
- 1 client completed their AODA requirements.
- 2 clients obtained their high school diploma or GED. One of these clients was a 58 year old male and was very proud of his accomplishment, staff attended his graduation ceremony.
- 24 clients obtained part time employment.
- 34 clients obtained full time employment.
- We successfully passed our PL 102-477 Federal Audit with no findings in April 2015 and a new three year plan has been submitted and approved.
- A male veteran that had a good work history but has been out of the workforce for some time was placed in a contract for hire for a total of 160 hours and then was hired on full time in October 2014 and remains employed to date.
- A female veteran who holds a Bachelor's degree had been out of work since 2009 was able to apply her skills and was hired full time after a contract for hire in July 2015. This client was able to overcome her barriers and move ahead to self-sufficiency. She remains employed to date.
- A single mom obtained her Home Health Aid and CNA Certificate and then her Associates degree in Liberal Arts. She also secured employment as a CNA.

Work Experience contracts for our clients have assisted them to overcome their barriers and become ready for employment. The Job Counselors work with area departments to secure job placements for hire utilizing our Interdepartmental Contract. Most of these jobs are entry level positions within the Tribe where clients will work a set number of hours between 20 and 40 and be paid a comparable wage during their training period. While our program pays at the rate of minimum wage for these contracts the departments are encouraged to supplement the wage to bring the client up to the given rate for the position they are filling. This past year 18 of the 22 positions were supplemented by the employers.

Many of our clients have little or no employment history and these placements give them the needed verifiable work history needed for job application requirements. Job Counselors work closely with the clients to monitor the client's growth in the position and assist with needed changes to assure the job is a good fit for the client. At the end of the contract the employer has the option to hire the client into a regular part time or full time position.

This past year we have worked closely with many departments including Transit, Daycare, Historic Preservation, Chairman's Office, Tribal Clinic, Conservation, Wolf River Development, College of Menominee Nation and Menominee Tribal Enterprise.

Over this past year a combined total of 19 clients were assisted with a Work Experience placement and were hired at the conclusion of the contract. Three clients completed an On the Job Training contract for experience and not for hire.

Our staff is always looking for new opportunities for our clients to become trained and employed. Our unemployment rate although it has improved, remains to be one of the highest in the state. The need for additional full time employment opportunities for our clients is great. Part time and on-call wages are not sufficient to allow for a livable wage. Childcare and transportation are also a challenge our clients face when seeking employment at area gaming facilities. In addition to the regular supportive services offered we also purchased single ride bus tickets to assist the clients whose hours did not coincide with the Transit schedule to assure they had reliable transportation to and from work.

We finalized our Inter-Departmental Agreement with the Menominee Casino Resort to provide subsidized employment for newly hired employees who are clients of our program. This allows our program to pay a training wage upon hire for a short term contract to assist the casino with this expense and give our clients a head start. The casino supplements the remainder of the wage. Our first contract was in July 2015 and we have had total of 5 clients use this contract.

Collaboration was instituted with Deb Buckley representing the NEW Curative Rehabilitation-Senior Service Program which serves elders, over the age of 55 that are looking for employment. This program is operated under a USDOL grant in cooperation with Senior Service America, Inc. We have arranged for Deb to utilize our office building for onsite meeting with clients from our community as her office is not located here but she services our community. She has come to the office two to three times throughout the year as needed to assist elder clients. She has been able to assist two of our elders in securing employment and is expected next month to assist four more for services. This program is the replacement for the former NICOA program whose local office closed and is now operated out of Albuquerque, NM. We can still utilities their services but coordination is difficult.

**SUMMER WORK EXPERIENCE:** Summer Work Experience services are available to youth between the ages of 14 to 24 who are "Native American" or "American Indian" and economically disadvantaged. Services to youth include: paid work experiences, educational trainings, assistance with resume creation, and leadership development.

This past summer the Community Resource Center secured job placements for 73 youth to participate in a 6 week Summer Work Experience Program. One Youth Supervisor was hired on a temporary basis to provide supervision to the youth, along with the Recruitment and Training Coordinator. The youth ranged in age from 14-24 and were placed within local departments to gain work experience and job readiness skills. The youth participated at their work sites for 16 hours each week and also completed 4 hours of training each week.

We collaborated with Johnson O'Malley Program for placement of 18 youth positions with their program. All youth were included in the 20 hours of training activities which included: Orientation, Healthy Choices, Cultural Awareness, Team Building and Leadership.

We introduced a new evaluation tool to the Supervisors called the Work Readiness tool that would assist the Supervisors to accurately evaluate the youths work and provide positive feedback for growth. This was the first time using this tool and we will continue to work on its application next year. We feel this is a valuable tool to allow for feedback to the youth and allow them time to correct and improve their work experience.

At the end of our summer session there were 2 youth that continued with their employment at the request of the Menominee Tribal Clinic, based on their positive work ethic. One continued on into September and the other until mid-October. The clinic picked up the wages for these individuals after the Summer Work Experience contract ended.

**COMMUNITY ENGAGEMENT COMMITTEE:** The past year our staff has been very active on the Community Engagement Committee. We have four staff that attend regularly and are all apart of separate 90 Day Work plans. The plans we are currently working on are: determining what to do with abandoned Tribal properties, creation of a video training series to educate employees and community about Historical Trauma, ACES, Resiliency and Trauma Informed Care, Healthy Start, CST and Prevention. These meetings allow us to get a bigger picture of what is happening in the



community and where our services can assist. By working together towards a common goal while combining resources and reducing duplication we are able to make the best use of our funding dollars.

**COMMUNITY PARTICIPATION/COLLABORATION:** The Community Resource Center provided financial assistance and/or personnel for the following community events/activities during this fiscal year: Culture Camp, 3 on 3 Basketball Tournament, Coats for Kids, Career Exploration Day, Sturgeon Feast, Sobriety Pow Wow, Round House, Money Smart Week, Positive Indian Parenting, Youth Olympics, Night Out Against Crime and the Senior Banquet.

Members of our staff participate in the following committees/activities: Community Engagement Committee, Community Coordinated Response Team, CMN Nursing Program Advisory Committee, CMN Career Exploration Committee, Labor and Education Committee, Fostering Futures Advisory Council, Youth Services Providers, Toys for Tots, Hunter Safety training, and Night Out Against Crime.

We held our 5th Annual Haunted Hallway this October. This event is planned and executed by a joint effort between staff, clients and community members. No federal or tribal funding is used to sponsor this event. We accept donations of items to loan or use and participants use their imagination and donated items to create a fun evening for the community. This year our focus for fund raising was placed on restocking the food pantries. We decided to offer the event for two evenings to increase availability for the community to participate. Admissions this year was \$2 and a non-perishable food item and \$1 to go through again. Over the two evenings we had 615 community members visit the event. 547 non-perishable food items were collected and we earned \$1,299 to purchase food and personal items. This was an amazing turnout and was made possible due to the donations and collaboration of other programs including: Youth Development and Outreach, Youth Empowerment Program/CMN, Menominee Casino Resort, Head Start, Menominee Tribal School, Menominee Indian School District, Menominee Tribal Enterprise, Johnson O'Malley Program, Paul Mitchell, Crime Victims, Menominee County Highway Department, Community Development, Menominee Veterans, WI Film and Bag, Senzigs and Charlie's County Market.

**NEW PROGRAMMING FOR FY16:** Plans are in the works to regain the BIA General Assistance Program under the Community Resource Center direction. This program is designed to provide financial assistance to needy enrolled Tribal members living on the reservation. The goal of the program is to provide training and work skills for clients to become employed. This program is meant to be a short term program to assist while finding employment. This program will be a great fit to the current programs we are already offering to help tribal members move ahead to self-sufficiency. We are hopeful that we will be able to begin to offer this program by December 2015.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ -	\$ -	\$ 865,968	\$150,623	\$ -	\$ 1,016,591
Fringe Benefits	-	-	366,890	95,536	-	462,426
Training	-	-	49,250	5,204	-	54,454
Equipment	-	-		1,365	-	1,365
Supplies	-	-	18,000	1,678	-	19,678
Contractual	-	-	17,500	1,222	-	18,722
Utilities	-	-	31,000	2,330	-	33,330
Indirect Costs	-	-	165,546	23,187	-	188,733
Postage	-	-	2,225	124	-	2,349
Participant Incentives	-	-	8,490	-	-	8,490
Property/Car Insurance	-	-	7,713	-	-	7,713
Building Maintenance	-	-	28,500	-	-	28,500
Vehicle Costs	-	-	10,300	-	-	10,300
Program Activities	-	-	12,306	-	-	12,306
Education Stipends	-	-	22,185	-	-	22,185
Supportive Services	-	-	273,147	-	-	273,147
Direct Assistance	-	-	261,577	-	-	261,577

<b>Totals ►</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$2,140,597</b>	<b>\$281,269</b>	<b>\$ -</b>	<b>2,421,866</b>
Fund/Totals Ratio:	N/A	N/A	88.39%	11.61%	N/A	

## Conservation

Walter Cox, Director

Staffing includes (1) Director, (4) Conservation Wardens, & (1) Administrative Secretary.

**GOAL:** This program will achieve the objectives listed in the Statement of Work as provided in the Rights Protection Contract. Those objectives specifically include: Administrative duties, Conservation Law Enforcement, assist with the Fish and Wildlife Management and Environmental Quality Services. These shall be carried out by means of patrol, investigation of complaints, and issuance of citations, in-service training.

<b>Conservation Law Enforcement Statistics</b>	<b>F.Y. 2014</b>	<b>F.Y. 2015</b>
Reportable Incidents	667	780
Citations Issued	53	40
Warnings Issued	6	42
Complaints Received	115	114
Interagency Assists	25	39
In-service Hours	274	353
Permit/ID checks	94	193
Investigations	105	94
Court Appearances	13	8
Meetings Attended	113	90
Other	147	165

**ADMINISTRATIVE:** Administratively, the Conservation Department provides service to the public by issuing game tags to over 2200 enrolled members, descendants and spouses. Registration records indicate approximately 357 deer, 16 bear, 2 turkey, 9 fisher and 6 bobcats were harvested during the 2014-2015 hunting seasons.

During the past year, the Conservation staff was involved in:

- Sturgeon Management meetings with USFWS and Wisconsin Department of Natural Resources.
- Meeting with WDNR Secretary Cathy Stepp Regarding Menominee Tribal Issues
- Hunter Education Course
- Local Emergency Planning Committee.
- Enforcement & Resource Protection Committee
- Legislative Community Meeting
- State/Tribal Relations Committee
- State-Tribal Consultation Meeting
- Wisconsin Conservation Congress
- Great Lakes Chief Conservation Officer Meeting
- Certification of Wild Ginseng
- Public Outreach Events and Presentations
  - Hunter Education
  - Annual General Council
  - College of Menominee Nation
  - Menominee Tribal School
  - Wild Ginseng Outreach and Information

**ENFORCEMENT:** Enforcement duties include patrol of approximately 235,000-forested acres of sustained yield land, including an estimated 80 named lakes, and roughly 300 miles of trout streams. The primary focus is on the protection and management of Tribal natural resources. Wardens especially enforce the protection of resources from outside encroachment. Officers also assist the Menominee Tribal Police and Menominee County Sheriff's Department when necessary.

Conservation Wardens:

- Patrol, Investigate, and Issue Citations
- Tribal Court Appearances
- Semi-Annual Firearms Qualifications

- Assist Menominee Tribal Police
- Education and Public Outreach
- Timber Trespass Investigations
- Wildland Fire Investigations
- Public Outreach in Schools
- Illegal Marijuana Patrol and Surveillance
- 40 Hour Annual In-Service Training
  - Multijurisdictional
  - Wild land Fire Refresher
  - Incident Command System 300
  - Invasive Species
  - Hazardous Materials Awareness
  - ATV Safety
  - ATV Patrol Officer Course
  - Environmental Enforcement Training
  - Sturgeon Guard Patrol
  - Crime Scene Management
  - Synthetic Marijuana
  - Firearms Qualifications and Certification
  - Illegal Marijuana Grow Sites
  - Ethics in the Workplace
  - First Aid & CPR
  - Timber Trespass Investigation
  - Boating accident investigation

**FISH AND WILDLIFE:** In the prior fiscal year the Tribal Fish and Wildlife position transferred to the Environmental Service Department; however this Office still assists with collecting certain data which is beneficial to both departments.

- Assist with the collection of Fish and Wildlife Population Numbers
- Assist with the White-Tailed Deer Pellet Count Survey
- Assist with managing Beaver Populations and Remove Excess Nuisance Beaver
- Assist with nuisance animal calls & complaints

**Environmental Quality:** Efforts are ongoing to protect our Tribal forest, lakes and streams. We are beginning to recognize the need to provide more attention to environmental enforcement and protection of our natural resources. Some efforts this year include:

- Issue Citations for Tribal Code Violations
- Investigate and Enforce Surface Water Code Violations
- Investigate and Enforce Numerous Solid Waste Violations
- Provide Education and Public Outreach
- Work with the Menominee Conservation Commission & Enforcement & Resource Protection Committee to Develop Stronger Codes and Regulations

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 178,920	\$ -	\$136,983	\$ -	\$10,931	\$ 326,834
Fringe Benefits	76,126	-	55,830	-	2,341	134,297
Meetings Related	245	-	-	-	-	245
Training & Related	1,894	-	662	-	554	3,110
Program Supplies	9,202	-	2,908	-	2,266	14,376
Postage	130	-	20	-	-	150
Photocopies	-	-	250	-	-	250
Electricity	2,215	-	741	-	-	2,956
Telephone	-	-	25	-	-	25
Cellphones	1,007	-	376	-	-	1,383

Space Rental	3,400	-	1,700	-	500	5,600
Vehicle Lease	29,837	-	1,022	-	-	30,859
Property Insurance	342	-	-	-	-	342
Vehicle Insurance	2,250	-	-	-	-	2,250
Building Maintenance	85	-	-	-	-	85
Vehicle Cost	654	-	118	-	1,734	2,506
Program Activities	7,042	-	-	-	-	7,042
Medical Services	122	-	-	-	-	122
Contractual	13,943	-	501	-	-	14,444
Indirect Cost	29,858	-	-	-	1,671	31,529
In kind Salaries	-	-	-	-	12,626	12,626
In kind Fringe Benefits	-	-	-	-	1,461	1,461
In kind Indirect Cost	-	-	-	-	1,285	1,285
Contract Support	-	-	18,343	-	-	18,343
<b>Totals ►</b>	<b>\$ 357,272</b>	<b>\$ -</b>	<b>\$219,479</b>	<b>\$ -</b>	<b>\$35,369</b>	<b>\$ 612,120</b>
Fund/Totals Ratio:	58.37%	0.00%	35.86%	N/A	5.78%	

## Early Childhood Services

Gary Pyawasay, Director

In Fiscal Year 2015, departments formerly known as Early Childcare Services (Tribal Day Care) and Menominee Nation Early Childhood (Head Start) were combined into one department under the supervision of one Administrator. The new department, Early Childhood Services, has allowed for increased collaboration between the programs who share a similar purpose of providing early childhood services to the children and families of the Menominee Reservation and surrounding communities. Sharing of staff and other resources between the programs has been another benefit of the merger which is still in its infancy stages with formal approval of the change to Chapter 98-Tribal Government Plan taking place on January 15, 2015.

Early Childhood Services continues to provide early education services and a host of other services to the communities' children and families. The program is in a continual stage of improvement as we strive to provide the best possible services and resources to our youngest community members and their families. Head Start/Early Head Start/Day Care does not provide these services alone and relies on community partnerships with many different agencies in efforts to give children as comprehensive an early education experience as possible.

As per Head Start Performance Standards, children enrolled in that program receive health, oral health, and nutrition services; supports for children with disabilities; and assistance in accessing family and community services to go along with the early education services. Day Care programming currently provides early education services, nutrition services and supports for children with disabilities. A benefit of the program merger is the use of the established Head Start programming, procedures and community collaborations at the Day Care program which will be discussed later in this report.

**DAY CARES MISSION:** The Menominee Early Childhood Services-Day Care mission is to help children develop positive self-images while growing physically, emotionally and intellectually in a positive direction. The purpose of Early Childhood Services-Day Care is to provide Day Care Services with preschool activities as well as a specialized program for Respite Care.

Service Area: There is no designated service area where children and families must reside in order to receive services.

Ages Served: Six weeks through 12 years of age.

**Eligibility:** There are no specific eligibility requirements to receive services. However, in order to receive a child care subsidy, there are certain requirements that must be met as determined by the funding source. The two subsidy programs available to Day Care clients are the Wisconsin Shares Program and Child Care Development Funds Grant.

**FY15 SERVICES:** Day Care served a total of 91 children from 58 families in FY15. In addition to providing the day-to-day child care services, the program also holds activities in hopes of increasing parent and community involvement at the center. This year the program held the following activities: Monster Mash Halloween Party, Thanksgiving Social, Santa Visit, Easter Egg Coloring Event, Mother's Day Social, Father's Day Social, Safety Fair/Child Find Event and Grandparent's Social.

**RESPITE CARE:** The Tribal Day Care has an agreement with Tribal Social Services and Maehnowesekiyah Domestic Violence Shelter to work in collaboration to provide family based child welfare services to support families who have experienced domestic violence related trauma and to prevent and treat child abuse/neglect through crisis respite child care services. This is achieved by providing education, outreach and supportive services for families who have experienced violence and trauma in their lives. Supportive services are provided through weekly meetings that parents have with the referral team. The referral team consists of the Center Director from the Day Care, Social Worker from Tribal Social Services and the Children's Advocate from Maehnowesekiyah Domestic Violence Program.

### **STAFF TRAINING**

**TRAUMA INFORMED CARE:** All Tribal Day Care staff took part in an introductory training session on Trauma Informed Care/Adverse Childhood Experiences in FY15. The training, which was brought to the staff via the Fostering Futures program, provided an introduction on Adverse Childhood Experiences and how those experiences effect brain development in children. The training also covered an introduction on the Trauma Informed Care Initiative. The Day Care Center Director will be taking part in the Trauma Smart training being held throughout FY16 along with all Head Start staff. More information is provided on this training later on in this report.

**STRENGTHENING FAMILIES:** In FY 15 all teaching staff and the Center Director attended a training session titled Strengthening Families. This session focused on building protective factors with families though reducing child abuse and neglect, Adverse Childhood Experiences, childhood resiliency, cultural responsivity and promoting social and emotional competence. The training will be mandated by the Wisconsin Department of Children and Families in the near future.

**WISCONSIN MODEL EARLY LEARNING STANDARDS ALIGNMENT:** All teaching staff and the Center Director participated in the Wisconsin Model Early Learning Standards (WMELS) Alignment training in FY15. This training focused on aligning social and emotional competency standards with the center curriculum. Teachers are working on aligning the objectives of the High Reach Learning curriculum with the WMELS for each child's individualized education.

Other training held staff throughout FY15 include: Fire Extinguisher training, CPR certification and re-certification, Birth to Three Developmental Milestones, Universal Precautions, Mandated Reporting and Infant Meal Patterns, Recording and Maintaining Meal Counts for the Child and Adult Care Food Program.

### **ITEMS FOR FY2016**

**HEALTH SCREENINGS:** Early Childhood Services will be looking into using the agreement the Head Start has with the Tribal Clinic to provide health screenings for children using full-day services at the Tribal Day Care. The program is hoping to provide the following health screenings: height and weight, vision, hearing and dental. The Health, Nutrition and Safety Manager has begun talks with the Head Start Health Advisory Committee as a starting point toward accomplishing this goal.

**DEVELOPMENTAL AND SOCIAL/EMOTIONAL SCREENING:** The program will be looking to use the recent departmental merger to help implement the use of developmental and social/emotional screenings for children who are using full-day services at the Tribal Day Care. The tools currently used by the Head Start (Ages and Stages-3 and Ages and Stages-Social/Emotional) are the targeted screeners the Center Director would like to implement. The aims for FY16 is to purchase the screeners along with obtaining training for staff on screener administration while using the Head Start expertise and familiarity to develop a system that fits the Day Care operation.

**HEAD START/EARLY HEAD START MISSION:** The Menominee Nation Early Childhood Services-Head Start/Early Head Start believes that a child can benefit from a comprehensive Early Childhood program that promotes healthy development through Head Start/Early Head Start staff, parents and the community. By working together, we can develop a child's abilities to their greatest potential so that each child may show confidence in their abilities to go forward in pursuit of a full and successful life.

Service Area:	Head Start/Early Head Start may only serve children in its service area which includes Menominee Indian Reservation/County and surrounding communities including the city of Shawano, Gresham, Suring and Middle Village. There may be instances where the program can serve children in areas outside this service area pending approval of Head Start programs in that area and the Office of Head Start.
Ages Served:	Six weeks through five years of age and expectant mothers
Eligibility:	While Head Start is designed to serve low-income children and families, the Head Start Performance Standards allow Tribal programs to serve up to 49% over-income children and families. Head Start/Early Head Start ensures that children who are from low-income families and children with disabilities receive priority in enrollment as per federal regulations.
Funded Enrollment:	179 Head Start children (ages 3-5) 52 Early Head Start children (age 6 weeks - 3 years) 14 Pregnant Mothers (pre-natal and post-natal services for expectant mothers)

As per the Head Start Act (as amended December 12, 2007), the following is being reported for Program Year 2014-15:

**1. Total amount of public and private funds received and the amount from each source as well as what was expended for the life of the grant/budget.** (This info is from the grant specific FY 14 which for some differ from the Tribal Fiscal year of October 1 to September 30).

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant: Awarded: \$1,780,824; Expended: \$1,756,555.76
- Bureau of Indian Affairs Part B: Awarded: \$64,521.58; Expended: \$64,521.58
- Bureau of Indian Affairs Part C: Awarded: \$7,477.39; Expended: \$7,477.39
- Wisconsin Department of Public Instruction Head Start Grant: Awarded: \$98,175; Expended: \$98,175
- Wisconsin Department of Public Instruction Child and Adult Care Food Program: Awarded: \$283,683.20; Expended: \$241,121.90
- Menominee Indian Tribe of Wisconsin: Awarded: \$564,346; Expended \$549,971.46
- Wisconsin Health and Human Services Tribal Birth to Three Grant: Awarded: \$10,000; Expended: \$6,968.15

**2. An explanation of budgetary expenditures and proposed budget for the fiscal year.**

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. This is the main source of funding and is spent according to an approved budget. The budget is approved by the Policy Council and includes expenses for salaries, fringe benefits, supplies, direct operational costs, and indirect costs. These categories are further subdivided into individual line items that help to support program functions. This funding runs out in the April/May months each program year at which point, supplemental funding from the Tribe assists with maintaining the program. Total FY16 award: \$1,780,823
- Bureau of Indian Affairs Part B: This funding is for age groups 3-5 years and is to provide free and appropriate public instruction for children with disabilities. Expenses include salaries and fringe benefits. Total FY16 award: \$119,637
- Bureau of Indian Affairs Part C: This funding is for age groups birth to 3 years for the early identification of infants and toddlers who are at risk of developmental delay if early intervention services are not provided. Expenses include salaries and fringe benefits. Total FY16 award: \$6,104
- Wisconsin Department of Public Instruction Head Start Grant: This supplemental grant provided experience to preschool children who would otherwise be on waiting lists to receive the federal Head Start program. Expenses include salaries, fringe, and transportation and classroom supplies. Total FY16 award: \$98,175

- Wisconsin Department of Public Instruction Child and Adult Care Food Program: This funding provides reimbursement for breakfast, lunch, and a snack for every child enrolled in the program. Expenses include personnel, fringe, administrative, supplies, and indirect cost. This funding is shared with the Tribal Day Care. Total FY16 award (anticipated at time of submittal): \$399,592.26
- Menominee Indian Tribe of Wisconsin: This is supplemental funding to assist the program in service delivery. Expenses include personnel, fringe, supplies, operating costs, contractual food services cash match and indirect costs. Total FY16 award: \$685,690
- Wisconsin Department of Health Services Birth to Three Tribal Grant Funding: This funding is used to increase awareness, access and use of early intervention services for American Indian children with developmental delays and their families in Tribal communities. The funding will be used to purchase developmental slide charts for parents, purchase incentives for Child Find events, and salary and fringe for planning /coordination of these events. This funding is shared with the Tribal Day Care. Total FY16 award: \$10,000
- Menominee Indian School District: This funding is received for participation in the MISD Safe Schools/Healthy Students grant activities. There are no restrictions to the funding and the program plans to purchase computer upgrades for managers and office staff with this funding. The funding is shared with Day Care staff. Total FY16 Award: \$10,000

### **3. The total number of children and family services provided by the program.**

The program served 291 children in program year 2014-15 with 194 of those being in the Head Start portion of the program and 97 being in Early Head Start. 253 families made up the total number children served this year with 174 coming from Head Start and 79 from Early Head Start. Supportive services units of 430 were provided to families in the form of Goodwill clothing vouchers and referrals to outside agencies. Other services were provided directly to children through day-to-day programming.

### **4. The results of the most recent review by the Office of Head Start.**

Head Start/Early Head Start last took part in a full on-site program review on May 14-19, 2012 which was conducted by Federal Office of Head Start. The review found no deficiencies but did find three areas of non-compliance. The specific areas were in renovation and repair contracting (compliance with Davis-Bacon Act) and file documentation obtainment. The areas showed evidence that a portion, not all, of the files checked were absent of the required documentation or the documentation was not obtained in the specified time frame as stated in the performance standard. A re-review of these areas took place on October 21<sup>st</sup>-25<sup>th</sup> of 2013. In this review the assigned Program Specialist found that all areas of non-compliance previously identified had been satisfactorily corrected and those findings have been closed.

### **5. The percentage of enrolled children that received medical and dental exams.**

- 100% of children enrolled in the program received Early and Periodic Screening, Diagnostic and Treatment (EPSDT) and/or a medical exam.
- 100% of children enrolled in the program received preventative dental care.

### **6. Information about parent involvement activities.**

Parent involvement included participation in Monthly Family Nights held at each center, Parent Committee Meetings and Policy Council Meetings. Other program activities where parents participated include the Grandparents Day Breakfast, Kiddie Krime Stoppers March, Literacy Nights, Father's Breakfast, In-classroom Father Activities, In-classroom family activities, In-classroom sibling activity, field trips, snow-shoeing, Christmas caroling, community presentation to pregnant mothers and Kindergarten visits. In addition to these, parents, high school students, and community members continue to volunteer in classrooms and at the centers throughout the year.

### **7. The agency's efforts to prepare children for kindergarten**

The program has developed and fully implemented school readiness goals to help all preschool age children prepare for kindergarten. The current curriculum that is being fully implemented in its second year, Big Day for Pre-K, provides the framework and overall prekindergarten goals. The school readiness goals, which are broad statements, articulate knowledge and skills for infant, toddler, and preschool children to learn to prepare them for the next step in their education. The goals encompass physical development and health, approaches to learning, language and literacy, social and emotional development, and cognitive and general knowledge. These goals are aligned with the Head Start Early Learning Framework, Wisconsin Model Early Learning Standards, Teaching Strategies GOLD, Big Day Pre-K Curriculum and our local schools kindergarten expectations. In an effort to prepare our children for the move to kindergarten, Menominee Nation Early Childhood again worked



collaboratively with the Menominee Indian School District (MISD) and Menominee Tribal School (MTS) to have the four year old classrooms visit the kindergarten rooms of both of those schools.

### **OTHER PROGRAM HIGHLIGHTS INCLUDE THE FOLLOWING**

**DISABILITIES/EARLY EXCEPTIONAL NEEDS:** Head Start/Early Head Start is unique in its abilities and efforts to provide children with disabilities, ages 6 weeks to 5 years, the special education supports and services they require based on their individual needs. Each child, once found to need special education services through a documented Individual Family Service Plan (IFSP)/Individual Education Plan (IEP), receives their services at the center to help them succeed and grow along with their peers in the regular classroom setting to the maximum extent possible. Over the years, Head Start/Early Head Start has enjoyed an outstanding working relationship with community partners to meet the needs of children with disabilities and provide a smooth transition process between programs for children with disabilities and their families. Head Start/Early Head Start collaborates with the Menominee Indian and Shawano Community School Districts through Memorandum of Agreements, as well as the Menominee County Birth to Three Program through an interagency agreement between Menominee County Birth to Three, Head Start/Early Head Start, and MISD. The agreements between these community resources detail the responsibilities of each program in regards to Child Find (process to identify potential children with special needs), transition process, recruitment, screening, communications, referral, evaluation, IFSP/IEP development and the provision of services and supports to ensure that each child with a disability is able to grow and learn in their least restrictive environment along with their peers.

**CHILD DEVELOPMENT OUTCOMES:** FY2015 was the first year the program was able to aggregate child development and assessment data which was done using the Teaching Strategies GOLD screener and on-line database. The following table indicates the assessment data for Head Start age children at the beginning and end of the program year:

Developmental Area	Baseline Screen		Final Screen	
	Met Expectations	Exceeded Expectations	Met Expectations	Exceeded Expectations
Social/Emotional Development	44%	4%	58%	20%
Gross Motor Skills	42%	4%	79%	12%
Fine Motor Skills	68%	3%	83%	12%
Language Skills	50%	2%	65%	11%
Cognitive Development	53%	1%	68%	17%
Approaches to Learning	69%	2%	83%	6%
Mathematics Skills	16%	3%	65%	6%

The baseline developmental screen is done 45 days from the start of the program year and the final screen done in May. The data shows overall gains in all areas for children who met and exceeded the expectations as established by the Wisconsin Model Early Learning Standards after a year of Head Start programming.

**HEALTH SCREENINGS:** Per Head Start Performance Standards, all health screens are to be completed within the first 45-days of the child's start date. All follow-up treatment has to be completed by the start of the next program year by the parents and documented. All failed screening results are sent to the families via mail with instructions on getting any needed follow-up treatment. All available health screening results are shared at the parent teacher conference in the fall and spring and a Health Summary of all medical screenings is mailed to the family.

Height/Weights: The Menominee Tribal Clinic provides height/weight assessments for all children at each center in the fall and spring of each program year. The Nutritionist completes an individual assessment including the BMI, Hemoglobin/Hematocrit and the Anthropometric screening along with the WIC dietary assessment. The height/weight is measured by age and sex against the national average. In the spring of 2015 data showed overall program wide decrease in overweight children by 5% (41% in the fall of 2014 vs. 36% in the spring of 2015) which can be attributed to the structured environment of Head Start (i.e. healthy meals and regular exercise).

Visions: All vision screenings are done at the centers by the Menominee Tribal Clinic Optical Department.

Hearings: All hearing screens are done at the centers by the Menominee Tribal Clinic Community Health Program and the Menominee Tribal Clinic Audiologist.

Dental: All Head Start/Early Head Children receive an oral exam at the centers or an exam at the Menominee Tribal Clinic. They also receive preventative care services like a cleaning, fluoride, and x-rays. The program, along with the Menominee Tribal Clinic's Dental department, sends referral letters notifying parent/guardians if their child needs further treatment services.

Physicals: All children are required to have an age appropriate Early and Periodic Screening, Diagnosis and Treatment (EPSDT) or a Well Child Check on file within their first 45-days of entering the program. In FY15 through coordinated efforts between Head Start/Early Head Start and the Menominee Tribal Clinic's Health Advisory Committee, all children were provided a Well-Child Check at their respective center during regular program hours. For those children who enter the program after these screenings take place, Head Start/Early Head Start works with the family to get the child to meet this requirement by scheduling an appointment with Menominee Tribal Clinic's Community Health Program.

**IMMUNIZATIONS:** All children are required to have an immunization record on file. All our pre-kindergarten children have the option of receiving their required vaccinations here at the centers by the Menominee Tribal Clinic's Community Health Program. 99% of children enrolled in the program this program year were up-to-date on all required immunizations. The one child that was not up-to-date met the state guidelines for an exemption from immunizations.

**MENTAL HEALTH:** Head Start/Early Head Start uses the Ages and Stages Social Emotional (ASQ: SE) screening tool to assess each child's mental health per the Head Start Performance Standard requirement. All parent/guardians complete the age appropriate ASQ-SE questionnaire for their child within the first 45-days of the start of the program year. We score and staff each child's questionnaire with our Mental Health Consultant-Mark Fuller from Maehnowesekiyah Wellness Center. All children that score above the cut-off are re-screened and monitored quarterly. When a parent/guardian has expressed any concerns regarding their child's development we hold a face to face special conference meeting to discuss any further recommendations on how to proceed. In FY15, 22 children were staffed with the mental health consultant resulting in three meetings held with the parent/guardian about their child's behavior/mental health. These meetings resulted in three children receiving services from the mental health consultant.

**COMMUNITY ENGAGEMENT INVOLVEMENT:** ECS continued as an active member of the Community Engagement Workgroup this past year. The Workgroup brings together Tribal departments and other agencies that have a vested interest in the Menominee Community to collectively work on issues that affect the community. The past issues taken on by this group thus far have been: reducing childhood obesity, increasing school readiness and reducing teen pregnancy.

ECS is also a member of the MISD Safe Schools/Healthy Student grant core management team. The grant is coming into its third year with ECS being an active member of the following two core areas: 1. Promoting early childhood social and emotional learning and development. 2. Connecting families, schools and communities. These workgroups meet every 90 days.

ECS continued its participation in the Fostering Futures Advisory Group this past year. The Fostering Futures goal is to strengthen resiliency through culture, acknowledging trauma informed care and bringing ACES (Adverse Childhood Experiences) education into our community. As a part of this education, all Head Start/Early Head Start staff and the Day Care Center Director are going to be participating in the Trauma Smart Training Model during FY16. More information on this training is detailed later in this report.

**TRANSPORTATION:** All our transportation needs continue to be coordinated with the Menominee Department of Transit Services. They provide transportation for our field trips, transporting children to and from school and are very supportive when doing our bus evacuations. The Department of Transit Services provided transportation for 13 field trips throughout the program year to include: Kindergarten Visits to Tribal School and KPS, Pumpkin Patches visits, Trick-or-Treating, Bay Beach and Christmas Caroling. On an average we had a total of 125 kids riding the buses in the AM Routes and 151 kids on the PM Routes.

## ITEMS FOR FY16

**DOLORES K. BOYD CENTER PARKING LOT RENOVATION:** The parking lot renovation and delivery truck area project that was slated to take place in the summer of 2015 was delayed. The Bureau of Indian Affairs approval of the Environmental and Archaeological Assessments took longer than expected thus delaying the project. By the time the project was let out for bid and a contract awarded it was too close to the October 15<sup>th</sup> deadline to pave due to temperature requirements. The project is scheduled to begin in June of 2016, which coincides with the release of Head Start children and staff for the summer and is expected to be completed by August 15, 2016. This project will complete the ICDBG project thanks to the Community Development Department funds.

**TRAUMA SMART TRAINING:** All Head Start/Early Head Start staff and transportation personnel will take part in the Trauma Smart training during FY16. This model is being brought to the program by the Menominee Indian School District and their Safe Schools/Healthy Students grant. The Trauma Smart model is used to help preschool children and the adults who care for them calmly navigate difficult life challenges. The training consists of 2 hour sessions held each month and includes parent training opportunities to go along with the training for Head Start staff. The Crittenton Children's Center out of Kansas City, MO is providing the training to program staff along with the Keshena Primary School's 4K and 5K staff and a few other community agencies employees.

**NEOPIT HEAD START RENOVATION:** In FY 15, discussions took place with Tribal Administration to determine what needs to be done for the program to make use of the Neopit Head Start building. As a result ECS worked with Community Development and a construction architect to determine costs of renovation/repair needed to get the building up to code to be able to provide child care services again. A grant application totaling \$652,491 was submitted to the Office of Head Start under their one-time funding availability for health and safety issues but was not funded. The program will continue to work with Tribal Administration to search for grant funding for this project. Once renovated, the plan is to move the children who currently attend the Middle Village Center to the Neopit Head Start.

### Comprehensive Budget for Head Start and Day Care

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$384,601	\$184,036	\$955,159	\$ 166,823	\$ 27,196	\$1,717,814
Fringe Benefits	189,406	84,630	501,962	99,486	7,131	882,615
Travel	1,266	-	1,418	301	-	2,985
Training	-	-	14,739	44	690	15,473
Equipment	426	-	1,122	-	1,071	2,619
Supplies	5,676	-	41,994	92,440	13,106	153,216
Contractual	11,629	-	-	78,194	-	89,823
Utilities	22,540	-	24,428	-	-	46,968
Space Lease/Rental	3,425	-	24,926	-	-	28,351
Indirect Costs	93,295	-	158,972	33,518	3,347	289,132
Other Costs: (list below)	-	-	-	-	-	-
Transportation	26,905	-	199,063	7,030	-	232,998
*Cash Match-Food Program	-	-	-	-	-	-
Building Maintenance	10,738	-	48,783	-	-	59,521
Program Activities	711	-	1,936	-	-	2,648
Operating Costs	6,048	-	6,016	1,405	627	14,095
Direct Child Care Services	-	-	159,521	-	-	159,521
<b>Totals ►</b>	<b>\$ 756,666</b>	<b>\$268,666</b>	<b>\$2,140,038</b>	<b>\$479,240</b>	<b>\$53,168</b>	<b>\$3,697,779</b>
Fund/Totals Ratio:	20.46%	7.27%	57.87%	12.96%	1.44%	

\*\$123,669 in State Child and Adult Care Food Program cash supplement funds came from Tribal funds.

PROGRAM INCOME/REVENUE	FY2014 Fund Balance	FY2015 Amounts		
		Generated	Expended	Balance
Child Care Fees	\$ -	\$ 268,666	\$268,666	\$ -
Employee Sunshine Club	550	371	627	294
<b>Totals</b>	<b>\$ 550</b>	<b>\$ 269,037</b>	<b>\$269,293</b>	<b>\$ 294</b>

## Education

Virginia Nuske, Director

### SUCCESSFUL MENOMINEE GRADUATES (1976 – 2015):

77 – Masters Degrees 473 – Bachelor/AA Degrees 406 – Technical/Certificate Completions  
These are confirmed completions; more have completed but have not notified our office.

Annual Merit-Based \$1,000 Tribal Scholarship Awards – total 116 from 1987 – 2015

W.I.E.A. Merit-Based \$1,000 Scholarships Awards – total 75 from 1987 – 2015

**Menominee Student Recipients – 33**

The University Of Wisconsin Board Of Regents met at UW-Stevens Point October 2014 and among those honored was Dr. Fowler for her contribution to Indian Education. Tribal representatives present reminded the Regents that they need Tribal student numbers to enhance their diversity programs but they also need to be sensitive to the needs of Indian students. In November 2014, Tribal Education Office was moved to CMN and the GED Instructor moved to the Community Tech Center on campus. We continue to provide the same services: assistance with applications, processing BIA/Tribal grants and financial aid follow-up as well as GED preparation and ALP preparation for high school diplomas. Since a majority of our students attend CMN, it is more convenient and students have expressed appreciation regarding the change. An annual Legislative Breakfast was held in Madison hosted by W.I.E.A. (Wisconsin Indian Education Association). The Director is an active member of this association. The purpose of the breakfast is to educate and inform State Legislators on issues that affect Indian students from Pre-k to Post-secondary. A group of Tribal high school students presented a video they produced and starred in on bullying. Other concerns addressed at the event were the reduction in State financial aid and the Mascot/logo issue. W.I.E.A's annual conference held in Milwaukee was another success. The workshops by college students from CMN and high school students from Bad River, Red Cliff and Ashland were most impressive. Not only does this allow them to apply the knowledge they've gained in the classroom or special projects, but it also develops their leadership skills. The Director is the W.I.E.A. Scholarship Coordinator and is pleased to announce 3 of the 4 2015/16 scholarship winners are Menominee students. The essays/grades and letters of recommendation of these students were the result of their success. These merit-based scholarships are reviewed and scored by a committee.

### 1970 - 2015 Employment & Continuing Education Opportunities for: 892 – GEDs 77 – HSEDs 300 – ALP Diplomas

The GED Instructor works cooperatively with the CRC doing TABE testing for clients to help them focus and work on basic skills needed for employment or continuing education. She also works with the Job Center Work Force Program with students who are preparing for GED/HSED and ALD testing. Attendance is up this year for GED preparation students. She plans to attend the annual GED/HSED conference to gather new materials to assist GED/HSED preparation for students.

Category Description	Fiscal Year 2015 CONSOLIDATED Budget – Education					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ -	\$ -	\$121,654	\$ -	\$ -	<b>\$121,654</b>
Fringe Benefits	-	-	48,512	-	-	<b>48,512</b>
Travel	-	-	8,650	-	-	<b>8,650</b>
Training	-	-	1,150	-	-	<b>1,150</b>
Supplies	-	-	3,700	-	-	<b>3,700</b>
Space Lease/Rental	-	-	15,851	-	-	<b>15,851</b>
Indirect Costs	<b>18,295</b>	-	-	-	-	<b>18,295</b>
Other Costs: (list below)	-	-	-	-	-	-
Postage	-	-	900	-	-	<b>900</b>
Photocopies	-	-	645	-	-	<b>645</b>
Telephone	-	-	600	-	-	<b>600</b>
Undergrad. Grants	<b>200,605</b>	-	-	-	-	<b>200,605</b>
Undergrad. Grants	-	-	269,552	-	-	<b>269,552</b>
<b>Totals ►</b>	<b>\$218,900</b>	<b>\$ -</b>	<b>\$ 471,214</b>	<b>-</b>	<b>-</b>	<b>\$690,114</b>
Fund/Totals Ratio:	18.17%	0.00%	81.83%	N/A	N/A	

## Election Commission

Davey Jean Peters

### The Primary Election for Menominee Tribal Legislature & Chief of Police, November 12-13, 2014:

Candidates for Tribal Legislature “On Reservation Candidates”:

Gary J. Besaw  
Llewellyn "Lew" Boyd  
Tasha Caldwell  
Joan R. Delabreau  
Brian Kelley

Joseph H. "Joe" Martin  
Randolph "Randy" Reiter  
Myrna "Tudy" Warrington  
Bruce A. Wilber, Jr.

"Off Reservation" certified legislature candidate:

Arnold G. Chevalier

Certified Chief of Police candidates:

Jerri O'Kimosh  
Keith L. Tourtillott, Sr.  
Mark K. Waukau, Sr.

Voting results absentee and at the polls:

Absentee	172
Neopit Fire Station	217
Keshena Tribal Courts Building	607
<b>Total</b>	<b>996</b>

Top six Primary Legislature vote getters:

Gary J. Besaw	588	Randolph "Randy" Reiter	382
Myrna "Tudy" Warrington	443	Llewellyn "Lew" Boyd	368
Joan R. Delabreau	417	Tasha Caldwell	368

Three Chief of Police candidates' results:

Mark K. Waukau, Sr.	436
Jerrit O'Kimosh	417
Keith L. Tourtillott, Sr.	344

### January 14 & 15, 2015 Main Election for Menominee Tribal Legislature & Chief of Police

Voting results absentee and at the polls:

Absentee	189
Neopit Fire Station	244
<u>Keshena Tribal Courts Building</u>	<u>668</u>
<b>Total</b>	<b>1101</b>

Top three Main Legislature vote getters:

Gary J. Besaw	636
Myrna "Tudy" Warrington	471
Joan R. Delabreau	450

Chief of Police candidate's results:

Mark K. Waukau, Sr.	569
Jerrit O'Kimosh	486

### August 19 & 20, 2015 Menominee Tribal Special Election (Referendum to Allow Use of Cannabis)

	<b>Absentee</b>	<b>Neopit</b>	<b>Keshena</b>	<b>Totals</b>
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#### Question 1

Recreational

YES	99	170	408	<b>=677</b>
NO	102	65	327	<b>=494</b>

#### Question 2

Medicinal

YES	149	204	546	<b>=899</b>
NO	53	33	189	<b>=275</b>

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget - Election Commission					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Salaries	\$ 32,052	\$ -	\$ -	\$ -	\$ -	\$ 32,052
Health Benefits	11,858	-	-	-	-	11,858
Mileage	1,200	-	-	-	-	1,200
Meeting & Related	5,924	-	-	-	-	5,924
Office Supplies	12,036	-	-	-	-	12,036
Postage	8,000	-	-	-	-	8,000
Minor Equipment	947	-	-	-	-	947
Telephone	350	-	-	-	-	350
Contractual Services	1,962	-	-	-	-	1,962



Indirect Cost	6,779	-	-	-	-	6,779
<b>Totals ►</b>	<b>\$ 81,108</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 81,108</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

## Emergency Management

Ben Warrington, Emergency Management Coordinator

**MISSION:** *The mission of MITW Emergency Management is to Prepare for, Respond to, Recover from and Mitigate potential effects of disasters or emergencies affecting the Menominee Indian Tribe and residents of the Menominee Reservation.*

The Menominee Tribal Emergency Management Department ensures that proper resources and protocols are in place to prepare for and manage emergency events affecting the Tribe and residents of the Menominee Reservation. This is achieved by following the National Emergency Management Model of Prepare, Respond, Recover and Mitigate. The most common emergencies that may occur in our area include Power Outages, Wildland Fires, and Severe Weather such as high winds, tornadoes and Winter Storms as well as flooding in low lying areas. MITW Emergency Management coordinates Planning for Public Health Emergencies in partnership with the Menominee Tribal Clinic and Shawano/Menominee County Health Department.

Menominee Tribal Emergency Management is available 24 hours a day/7 days a week. Currently the department is comprised of the Emergency Management Coordinator. The Emergency Management Office is located within the MITW Department of Administration

In October 2015, high winds swept through the Menominee Reservation resulting in a power outage that affected the northern part of the reservation including the communities of Middle Village, Neopit, and Zoar. Middle Village power was restored within a few hours but Neopit and Zoar were without power for approximately 24 hours. MITW Emergency Management responded to the area and provided information to the residents on the issues affecting the power restoration activities. One elder that requires specialized breathing equipment was transported to the CBRF Facility in Middle Village during the power outage.

In December 2015, flooding in the Keshena area forced the closure of State Highway 47/55 for several days. The flooding was the result of Frazil Ice along the Wolf River which caused the river to flood into the downtown Keshena area. A temporary retaining wall was constructed and large pumps were placed in the Keshena Creek to reduce the water levels. Tribal Environmental Services, Tribal Housing, Tribal Police, Tribal Utilities, Tribal Maintenance and Tribal Emergency Management all worked together to provide services to the property owners in the area.

Emergency Management provided support to the participants of the February 2015 March to Madison after Governor Walker denied the Menominee Kenosha Casino. Food, beverages and other supplies were transported by Emergency Management each day for use by participants.

On May 2nd 2015, there was a large wildland fire in the Jackson Creek area of the Menominee Reservation. Emergency Management responded to the scene to assist in coordinating resources for the operation. American Red Cross provided food and refreshments for the Firefighters on the scene. Menominee Tribal Police Department provided the use of 2 ATVs to provide food and refreshments to the firefighters on the fire line.

Emergency Management secured funding to prepare a new Pre Disaster Mitigation Plan. The current MITW plan expired in 2005. Work is scheduled to be complete on the new plan by November 2016. With the adoption of the new plan, Tribal Emergency Management will have the ability to apply for grants to reduce the severity of disasters that affect the Menominee Reservation.

Menominee Tribal Legislature appropriated funding to install emergency backup electrical generators at 7 facilities throughout the Menominee Reservation. Keshena Senior Meals Site, Maehnowesekiyah, CBRF, Neopit Senior Meals Site, Menominee Tribal School in Neopit, Zoar Ceremonial and South Branch Community Center, all have emergency backup generators. With the installation of the generators, each community on the Menominee Reservation will have a facility available in case of long term power outages and the Senior Meals Sites will have the ability to continue to provide meals to elders during power outages.

Future plans for the Emergency Management Department include assessment and updating of Emergency Operation plans of Tribal facilities, Incident Command Training for Tribal employees, continued involvement with the Community



Engagement Workgroup, Communication upgrades for emergency services, CPR & First aid training for Tribal employees and security upgrades at Tribal facilities.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget – Emergency Management						
	Tribal	Program Income	Federal	State	Emergency Generator's	Flooding	Totals
Personnel Costs	\$ 5,288	\$ -	\$7,452	\$35,122	\$ -	-	\$ 47,862
Fringe Benefits	1,683	-	2,161	11,250	-	-	15,094
Travel	489	-	-	-	-	-	489
Training	-	-	561	1,222	-	-	1,783
Equipment	4,080	-	3,692	-	-	13,636	21,408
Supplies	373	-	-	-	-	-	373
Contractual	-	-	17,300	-	54,625	36,560	108,485
Indirect Costs	1,514	-	2,842	4,340	-	3,790	12,486
Other Costs: (list below)	-	-	-	-	-	-	-
Vehicle Lease	3,964	-	-	-	-	-	3,964
Vehicle Insurance	721	-	-	-	-	-	721
<b>Totals ►</b>	<b>\$ 18,112</b>	<b>\$ -</b>	<b>\$34,008</b>	<b>\$51,934</b>	<b>\$ 54,625</b>	<b>\$ 53,986</b>	<b>\$212,665</b>
Fund/Totals Ratio:	8.52%	0.00%	15.99%	24.42%	25.69%	25.39%	

## Enrollment

Yvette Ducane, Director

February 13, 2015 was a monumental day as the Menominee embarked on an historic journey/walk to the Wisconsin Governor's Office in Madison, Wisconsin. This endeavor evoked great pride for our Menominee's as we gathered together to voice our request to meet face to face with Governor Scott Walker to have a heart-to-heart conversation on the Proposed Casino in Kenosha. To begin our journey in a good way, walkers were given honor songs, prayers and a special Eagle staff pole made by John Teller, Sr. to take on their walk to Madison. Several television and radio stations along with our Menominee Nation News were there to report on the rally. Invited speakers included past chairpersons along with the current Chairman Mr. Gary Besaw. The Menominee Legislature voted to close Tribal Office on the historic day so that our departments could support our strong Menominee that endured harsh elements along the walk of 150 miles through wind, sleet, snow, and temperatures reaching 15 degrees below zero wind chills. Even as the spirited Menominee were not allowed to have our heart-to-heart conversation with the Governor and the Kenosha Casino was not approved, we the Menominee stood strong with respect and pride!

This year Enrollment has done the final touches on the installation of the new highbred software created specifically for the department's needs. This has been a very long process looking at different programs such as Progeny, Ritetrack, and more. Selecting the appropriate software and ensuring a good price meant having several Enrollment Committee meetings to discuss the department's needs and review each of the bidding company's presentations. Installation, security, warranty and cost were major factors. After thorough review of the software it was decided by Administration, Enrollment Committee, and Informational Technology Director and Enrollment staff to have hybrid software program created for Enrollment by Jeremiah Software. The building of the specialized software that could conform to License and Permit's and existing programs was from July 2014 to January of 2015. In April 2015 the new software was implemented in the Enrollment office. We are currently working out all glitches that we have come across with the new software to best serve our needs and those of the Tribe. Currently, we are still working on making reports for other Tribal departments more accessible. They use our database daily for such uses as: statistical information, labels, voting, certain radius, unlimited users for the office personnel and abstract requests, one time cost, user friendly with upgrades request through our IT department at Tribal Offices. Enrollment still strives to meet the demands to our Tribal Members, departments and general public needs, by working with IT department to update our all our forms to a pdf that is shared with our entire

staff. By collaborating efforts with other departments we have been able to make Enrollment more efficient for Tribal Members and general public.

**ADMINISTRATIVE TASKS:** In October 2014, completed the annual report on special stories of success that includes required spread sheet for the department. Updated and scanned in Hook Reports and census documents housed here into existing in-house computer software program File Director.

In November 2014, continue receiving minor's paperwork for distribution in December. Worked with Community Development Mapping services to scan large historical documents and stored in Enrollment hard drive.

On December 15, 2014, a per capita payment of \$75 check was disbursed to all Adult Tribal Members (No children). The second Minor Money distribution was distributed to the children that turned 18 years of age. The Chair's Office posted for interested tribal members wanting to serve on the Enrollment Committee with the deadline December 17, 2014.

In January 2015, attended the General Council with 150 tribal members present was able to conduct elections according to the Constitution and By-laws. Newly elected five - three (3) year terms members are Michael Chapman, Lynn Skenandore, Gena Kakkak, Dorian LaTender-Lyons, and Elizabeth Arnold.

In February 2015, Enrollment worked with Program Attorney's office to revise the internal policies. Placed an article in Menominee Nation News and Tribal Website a list of names of checks returned from the December 2014 mailing.

In March 2015, sent our minor's paperwork for distribution in June 2014. Posted quarterly relinquished name's in Menominee Nation News and internal group mail.

In April 2015, new Enrollment software went live, and we continued to work with both software programs for five months until more of the glitches were taken care of. Attended MTL meeting on quarterly resolutions on enrollment and descendant register also attended the Community Engagement Work group meeting.

May 2015, the Enrollment Committee and staff continued to work with Legal Dept. to review and update department Policies and Procedures specifically blood quantum correction/ change procedure.

In June 2015, Enrollment worked on FY2016 Tribal Budget. We continued to work daily with the Menominee Tribal Clinic, Tribal Police, Social Services, CMN, Tribal Education, MTE, Casino, Conservation, Licensing, Tribal News and Administration to verify enrollment for members to utilize services. We can now use our new database to pull demographics for grant writing purposes as well.

In July 2015, a new report format for the oldest living Menominee was compiled. We are now able to display listing of members by age. Tribal News utilizes this feature monthly for their elder birthday segment.

August 2015, Enrollment saw large numbers of tribal members and descendants from across the country come to our office to update their personal information and receive their tribal ID cards when they attended the Annual Menominee Nation Contest Pow-wow. At this time, many request genealogy.

In September 2015, Enrollment posted for an Administrative Assistant position. Milwaukee site and petty cash officially closed. Enrollment staff attended a meeting with LEC and Chairman to discuss the Tribal ID cards in Madison.

**DEPARTMENT INFORMATION:**  
Yvette M. Ducane, Enrollment Director  
Romona L. Webster, Administrative Assistant  
Linea Arthur, Research Technician

**COMMITTEE INFORMATION:**  
Michael Chapman, Chairman  
Lynn Skenandore, Vice Chairwoman  
Gena Kakkak, Secretary  
Dorian LaTender- Lyons, Member  
Elizabeth Arnold, Member

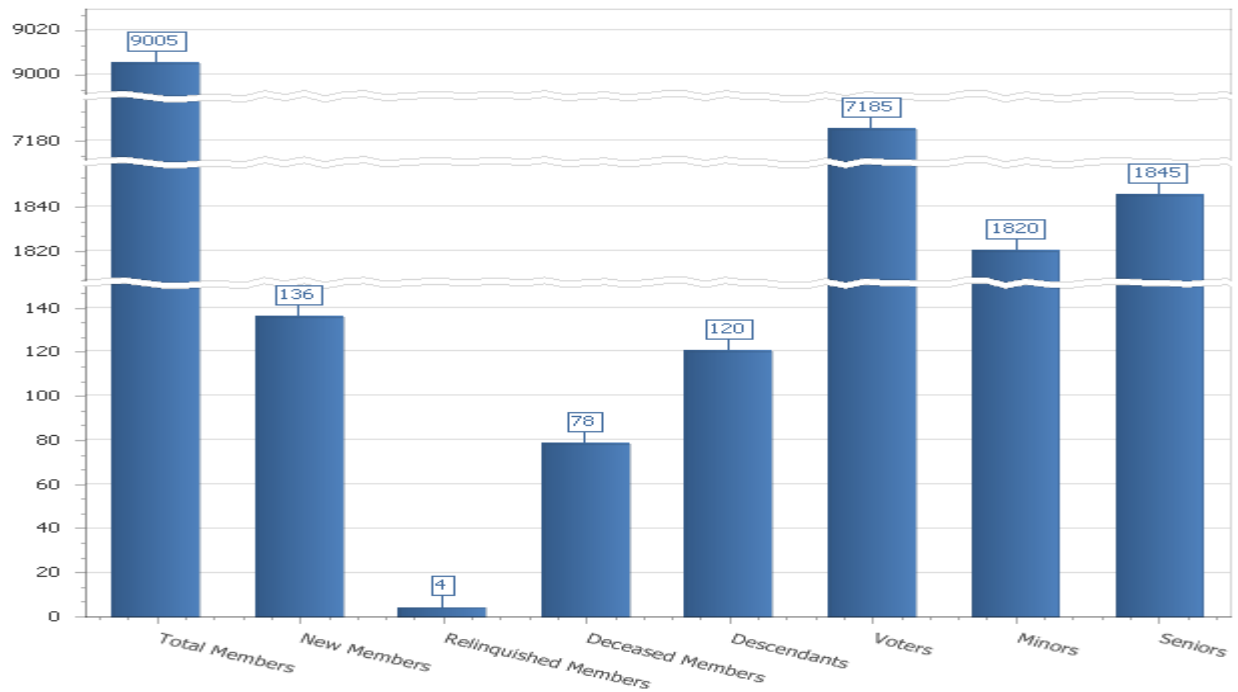
## STATISTICS

The following report will contain information and data compiled within our department for the months of October 2014 through September 2015.

### Living Enrolled Members - 9005

Activity:

- Approved 136 applicant(s) for Tribal Membership
- 4 Tribal member(s) relinquished
- 78 Tribal member(s) passed on
- Approved 120 applicant(s) for Descendant Register
- 7185 of our Tribal members are eligible voters
- 1820 are minor enrolled members
- 1845 members are over the age of 55



Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	Per Capita	MTL/MTE Distribution	TOTALS
Personnel Costs	\$ 39,813	\$ 55,135	\$126,889	\$ -	\$ -	\$221,837
Fringe Benefits	20,158	24,680	6,127	-	-	\$ 50,965
Supplies	945	1,143	342	-	-	\$ 2,430
Postage	338	512	36	-	-	\$ 886
Space Lease/Rental	1,373	4,118	-	-	-	\$ 5,491
Indirect Costs	5,732	-	-	-	-	\$ 5,732
Contractual	-	8,198	2,703	-	-	\$10,901
Other Costs: (list below)	220	106	72	(14,387)	523,847	\$509,858
<b>Totals ►</b>	<b>\$ 68,579</b>	<b>\$ 93,892</b>	<b>\$136,169</b>	<b>\$ (14,387)</b>	<b>\$ 523,847</b>	<b>\$808,100</b>
Fund/Totals Ratio:	8.49%	11.62%	16.85%	-1.78%	64.82%	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
Enrollment Revenue			\$ 6,866	\$ 5,972	\$ -	\$ 5,972
<b>Totals</b>			<b>\$ 6,866</b>	<b>\$ 5,972</b>	<b>-</b>	<b>\$ 5,972</b>

# Environmental Services

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Jeremy Pyatskowit, Director

2015 has been a year of development in the Environmental Services Department (ESD). The department has had a full year to work together with the new staff and new program that was added at the end of the last fiscal year. The addition of the fish and wildlife program to the ESD has been exciting and staff has been very energetic in planning for the future development of the program. ESD continues to be a resource to other tribal departments and outside agencies whenever information relating to the Tribe's resources is needed. Examples of outreach efforts include presenting at culture camp, working with the Suring School District after school program, and other community presentations. Also new this year was the addition of a web page and a Facebook page to allow the ESD another avenue of outreach to tribal members.

**Invasive Species Control, Prevention and Outreach:** The Environmental Services Department (ESD) continues to lead the invasive species control and educational efforts within the Menominee Reservation, along with partners MTE and Menominee County; we were able to complete another productive year of work toward control and prevention of new species introductions within our boundaries. Working cooperatively through our Invasive Species Management Plan (ISMP), the ESD and its partners were able to treat approximately 250 acres of terrestrial and aquatic invasive species in the past year. We also continued our educational efforts to include; presenting material at the annual general council, presentations to all the area lake groups, public meetings to present the draft revision of the ISMP, and participation in the annual Menominee Culture Camp.

The ESD added monitoring aquatic vegetation of reservation lakes to their list of activities in 2015. Utilizing the latest in aquatic mapping technologies the ESD is mapping the aquatic vegetation on lakes and has also started doing point intercept surveys to verify the information the mapping is providing. These two activities in conjunction with one another will allow the rapid control response if aquatic invasive species are detected in reservation waters.

Through a cooperative effort with the Wisconsin Tribal Conservation Advisory Council, the Menominee Tribe was able to hire 3 college students (Interns) that worked during the summer to assist with management of invasive species within the Menominee Reservation and surrounding areas. The Interns were successful in management of several invasive species and the summaries of their accomplishments are outlined below within the respective species descriptions.

These activities are consistent with the Natural Resources Goals within the Menominee Strategic Plan 2007.

**Restoration Projects:** The ESD successfully completed several restoration projects on the reservation in FY15. Boat landings at Burney and Fredenberg lakes were upgraded to control erosion that was depositing sediment into the lakes. The big project completed was the restoration of the former Vigue's Trout Ponds site. Working in conjunction with the Natural Resource Conservation Service, US Fish and Wildlife Service, and Natural Resource Damage Assessment Trustee Council, the ESD was able to restore the stream by removing the check dams and flow diversions that were used to create the ponds at the site. The successful outcome of the project will allow brook trout and other species to utilize this unique cold water habitat. The restoration projects the ESD completes are all consistent with the Natural Resources goals in the Menominee Strategic Plan 2007.

**Mercury Sampling in Fish:** One of the Environmental Services projects that we have been working on for a few years has been mercury sampling in fish tissue. The goal of the project is to sample five Reservation lakes annually and to complete the cycle every five years. The department is trying to determine if a fish advisory is needed for the Reservation. An advisory would only be put in place if there were elevated level of mercury in the fish that had been sampled. If an advisory gets created it would be to ensure that the Tribal public is aware of the dangers of eating fish that are contaminated with mercury and what those risks are.

The mercury that is being tested for is called methylmercury, below is some general information about it:

- The methylmercury is not the same type of mercury found in some thermometers or in dental amalgam.
- Mercury is a naturally occurring element in the environment and is also released into the air through industrial pollution. Mercury that falls from the air can accumulate in streams and oceans. Bacteria in the water cause chemical changes that transform mercury into methylmercury. Fish absorb the methylmercury as they feed in these waters. Methylmercury builds up more in some fish than others depending on what they eat how long they live, and how high up the food chain they are.

- Fish and shellfish are the main sources of mercury exposure to humans and that mercury is in the form of methylmercury.

In 2015 the five lakes that were sampled were Keshena Little Sand, Elma, Fredenberg, and LaMotte Lake.

At this time there is no need to the Environmental Services Department to create a fish consumption advisories as the fish collected are within EPA and FDA's guidance. Tribal members should take note that the larger the fish the more mercury will be present. Also to note is just because a fish may have higher mercury level doesn't necessarily mean that it is bad to eat, it may mean limiting the number of meals eaten with larger fish, especially if you are a woman in childbearing age or young children. It should also be noted that eating fish are still part of a healthy diet.

**Water Resources:** The ESD continues to monitor water quality on the reservation waters as part of their annual workload. We are happy to report that our continual sampling has not shown any issues with water quality. The ESD will continue to monitor reservation waters to ensure tribal members can use the resources available. The ESD also continues to assist tribal members with residential well tests. It is recommended homeowners with a private well get their water tested on an annual basis.

**Lake Sturgeon:** The ESD has been very active in the Lake Sturgeon Management on the reservation. With assistance with the WDNR the ESD successfully transferred 100 adult lake sturgeons to the Wolf River below Keshena Falls. Lake Sturgeon once again successfully spawned again at Keshena Falls last spring. The upcoming activities include sonic tagging more lake sturgeon to help determine their movements within the reservation waters so the reintroduction strategies can be tailored to provide the most benefit to the sturgeon and the Tribe.

**Balsam Row Dam:** ESD and other tribal staff are in the process of coordinating the design of a fish way at the Balsam Row Dam as part of a settlement agreement with the licensee. The goal of the fish way is to provide native species including lake sturgeon to move upstream past the dam. The expected timeline for completion of the design is January 2016 but it may be delayed due to concerns by other parties in the process. The ESD is working diligently to try and adhere to the deadline and is working with all of the involved parties to try and make this happen.

**Fish and Wildlife:** The ESD has started the task of completing a comprehensive wildlife management plan for the reservation. This is expected to be completed in FY16 and will allow the ESD and tribe to better manage the wildlife resources. The ESD did complete a nuisance wildlife plan which allows the ESD to employ various strategies when dealing with nuisance species. Considerable time was spent clearing geese out of the park downtown and the ESD was successful in keeping the park useable by tribal members this year. The other biggest issue for the ESD was nuisance bear complaints. The ESD added another mobile live trap for use in trapping problem bears. The ESD trapped several bears and relocated them to areas away from homes. The biggest issue with bears was garbage related we recommend keeping garbage inaccessible to bears. The ESD meets with homeowners and helps educate them on keeping the bears away from their homes.

The ESD started a piping replacement project at the walleye ponds that will replace the existing water line with a larger water line that will be buried from the pump house to the ponds. The outlet pipe will also be replaced and will allow for more efficient operation of the ponds. Upcoming work involves adding liners to the pond to prevent leakage through the existing clay liner. When completed the ponds should be more efficient resulting in more walleyes being produced. The ESD continues to use the Natural Resources Goals and Objectives from the Menominee Strategic Plan 2007 whenever possible to guide department activities.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 78,131	\$ 21,194	\$265,785	\$ 8,000	\$ -	\$ 373,110
Fringe Benefits	35,995	-	126,141	-	-	162,136
Travel	1,000	-	14,050	-	-	15,050
Training	-	-	176	-	-	176
Supplies	2,000	-	15,599	-	-	17,599
Contractual	12,572	-	16,072	-	-	28,644

Space Lease/Rental	-	-	1,500	-	-	<b>1,500</b>
Indirect Costs	<b>14,195</b>	-	34,012	-	-	<b>48,207</b>
Other Costs: (list below)	-	-	20,276	-	-	<b>20,276</b>
Grant match	<b>9,736</b>	-	-	-	-	<b>9,736</b>
Postage	<b>150</b>	-	-	-	-	<b>150</b>
Telephone	<b>600</b>	-	-	-	-	<b>600</b>
Program Activities	<b>9,981</b>	-	-	-	-	<b>9,981</b>
Vehicle Costs	<b>1,656</b>	-	6,000	-	-	<b>7,656</b>
Equipment Maintenance	<b>1,500</b>	-	2,000	-	-	<b>3,500</b>
Property Insurance	<b>520</b>	-	-	-	-	<b>520</b>
Vehicle Insurance	<b>1,800</b>	-	1,000	-	-	<b>2,800</b>
<b>Totals ►</b>	<b>\$ 169,836</b>	<b>\$ 21,194</b>	<b>\$502,611</b>	<b>\$8,000</b>	<b>\$ -</b>	<b>\$ 701,641</b>
Fund/Totals Ratio:	24.21%	3.02%	71.63%	1.14%	N/A	

## Food Distribution

Patricia Roberts, Director

Program goal is to distribute commodity food items to all **eligible** families/persons living on or near the Reservation/County who desire them. We provide nutrition information on program food items and recipes to clientele.

In 2015 we distributed 14,987 cases of food to 6,035 participants of Food Distribution, that's a significant increase compared to last year, this includes a 2,993 increase in cases distributed and a 1,048 increase in participants. We distributed 20,995 pounds of TEFAP and 292,055 pounds of donated food to 10,377 TEFAP Pantry participants. The donated pounds increased by 97,337 since last year as we have other pantries we collaborate with to receive more foods for our pantry.

Our program distributes USDA, TEFAP Pantry and Feeding America food items. USDA purchases all food items for Food Distribution and TEFAP. Wisconsin Department of Public Instruction administers the TEFAP Program for USDA. For the TEFAP Pantry we purchase (Cost of storage) food items from Feeding America in Omro with funds received from Menominee County. We also pick up food through Feeding America from Antigo and Shawano Wal-Mart stores, we tally up the pounds and report them to Feeding America and then are able to distribute to our food pantry participants. We also receive food items from Ruby's Pantry in Waupaca and sometimes SAFPARC of Shawano donates food items when they have excess products.

Included in the food package for 2015 were lemons and just beginning to receive pork chops and as soon as USDA has enough pork chops for ordering we can allow families to take more than one unit per household. Some items up for consideration in the near future are clementine's, fresh cranberries, V8 Juice, almonds, frozen fruits and vegetables, frozen fish, fresh eggs, bison, and blue corn meal. We are also requesting USDA to include wild rice as this is a cultural food for the Midwest Region.

Our Food Distribution Program Nutrition Education Grant (FDPNE) for 2015 is for the months starting June 5, 2015 through June 4, 2016. Each year we have a later start date. With our grant this year we served 103 clients, installed 19 raised beds, assisted 17 clients with other gardening tasks, held 36 classes in gardening, cooking, preserving and nutrition education, with one more preserving class to be held this fall on venison canning. We held taste testing and displays targeting various health issues and various activities for youth and adults. The nutrition educator with the help of the Tribal Clinic Dietitian/WIC Director, his staff and UWEX staff assisted with developing semi-monthly healthy cooking classes and LWYW (Learn while you wait) displays, nutrition classes for participants, summer youth workers and community members. We also collaborated with the nutrition/physical education department of the Menominee Tribal Clinic, by collaborating in three family walks to promote physical activity to our clients and families.

This will be the first year we agreed to manage the Midwest Region Nutrition Advisory Grant. The Midwest Nutrition Advisory Committee meets twice a year to develop a Calendar and Nutrition Guide that features healthy recipes native to our region and highlights USDA foods. The calendars are designed and disseminated to all participating households. Other nutrition items such as garden seeds, cookbooks, garden tools and nutrition incentives that promote healthy eating and physical activity are also ordered and given out to all participating households each year. This grant pays for all the items ordered through the grant plus reimburses committee members travel to the meetings. We also include the two Northeast Region tribes with our Midwest Region Meetings and include their households in all purchases.

Midwest Region Food Distribution Programs include Indian Tribes from Michigan, New York, Minnesota and Wisconsin and the United States Department of Agriculture (USDA) office in Chicago, Illinois. There are 24 Tribes with Food Distribution Programs in the Midwest Region, 6 from Michigan, 1 from New York, 7 from Minnesota and 10 from Wisconsin. The program directors usually meet twice a year with USDA Officials. We meet with them at our Midwest Region Annual and the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) Annual Conferences. Both the Midwest Region and National Association are working with USDA to try to make the food package healthier and correct any problems associated with ordering and delivery of food items.

<b>Category Description</b>	<b>FISCAL YEAR 2015 CONSOLIDATED Budget</b>					
	<b>TRIBAL</b>	<b>Program Income</b>	<b>Federal</b>	<b>TEFAP</b>	<b>In-Kind</b>	<b>TOTALS</b>
Personnel Costs	<b>\$ 57,738</b>	<b>\$ -</b>	\$ 163,950	\$ 338	-	<b>\$222,026</b>
Community Service/Vol.	-	-	-	-	12,950	-
Fringe Benefits	<b>43,570</b>	-	107,169	328	-	<b>151,067</b>
Travel	-	-	1,500	-	-	<b>1,500</b>
Training	-	-	9,000	104	-	<b>9,104</b>
Equipment	-	-	-	-	-	-
Supplies	-	-	20,388	274	-	<b>20,662</b>
Contractual	-	-	-	-	-	-
Utilities	-	-	20,300	-	-	<b>20,300</b>
Building Depreciation	-	-	-	-	4,657	<b>4,657</b>
Indirect Costs	<b>9,280</b>	-	30,555	95	-	<b>39,930</b>
Other Costs: (list below)	-	-	-	-	-	-
Telephone	-	-	1,500	-	-	<b>1,500</b>
Dues & Membership	-	-	325	-	-	<b>325</b>
Property Insurance	-	-	1,900	-	-	<b>1,900</b>
Vehicle Insurance	-	-	2,400	-	-	<b>2,400</b>
Building Maintenance	-	-	1,800	-	-	<b>1,800</b>
Equipment Maintenance	-	-	1,800	-	-	<b>1,800</b>
Vehicle Repair	-	-	1,500	-	-	<b>1,500</b>
Maintenance Agree.	-	-	1,500	-	-	<b>1,500</b>
Program Activities	<b>445</b>	-	-	-	-	<b>445</b>
<b>Totals ►</b>	<b>\$ 111,033</b>	<b>\$ -</b>	<b>\$365,587</b>	<b>\$1,139</b>	<b>\$17,607</b>	<b>\$495,366</b>
Fund/Totals Ratio:	22.41%	0.00%	73.80%	0.23%	3.55%	



**MISSION STATEMENT:** The Menominee Tribal Gaming Commission (Commission) shall act to promote and ensure integrity, security, honesty and fairness of the gaming operation.

**COMMISSIONERS:** The Commissioners put their names in for a Commission vacancy and the Menominee Tribal Legislature appoints the candidate with the most votes to the Commission. The following are the Gaming Commissioners and their terms:

Susan Waukau	Chairperson	July, 2015 – July 2018
Leah Pamonicutt	Vice Chairperson	July 2015 – July 2018
Nicole Fish	Secretary	August 2015 – August 2016
Menomin Hawpetoss	Commissioner	August 2014 – August 2017
Richard Plass	Commissioner	August 2013 – August 2016

**Commission Staff:** The Commission staff has very little turnover, which is evident in the longevity of most of the staff.

Lynnette Miller	Executive Director	December 1993 – present	22 years
Lisa Gast	Internal Auditor	July 1996 – present	19 years
Patricia Hesse	Sr. Background Inv.	February 1996 – present	19 years
Darrell O’Katchicum	Compliance Officer	February 1997 – present	18 years
Rose Ponfil	Background Inv. Spec.	July 2002 – present	13 years
James Cox	Compliance Officer	May 2009 – present	6 years
Wade Waupekenay	Staff Auditor	March 2015 – present	6 months

**History:** The Menominee Tribal Gaming Commission was established in 1992 and has been in existence for 23 years. The Gaming Commission started out at the Neopit Fire Station, then we moved a total of four times after that; to the old Boivin home on the side of the Tribal Offices, then we were moved and split up where some of us were in the upstairs of the Casino and some of us were behind the Crystal Palace building in a trailer, then we were all moved to the Crystal Palace building and in January 2015 we were moved to the first floor of the Gordon Dickie center where our offices presently are.

**Responsibility:** The Menominee Tribal Gaming Commission was established pursuant to Article III - Gaming Code to perform regulatory oversight and to monitor compliance with tribal, federal and applicable state regulations and the Gaming Compact. Included with these oversight duties the Gaming Commission also serves as the licensing authority for individuals employed in the gaming operation and work in the gaming areas, we monitor compliance with the tribal internal control standards for the gaming operation in tracking revenues, we promulgate regulations and we investigate any suspicious wrongdoing associated with any gaming activities.

**Services:** The services that we provide on behalf of the Tribe and for the Tribe are: ensuring there is an annual independent audit of the gaming operation, ensure that class II and class III gaming facilities are constructed, maintained and operated in a manner that adequately protects the environment and the public health and safety and licenses MCR and Thunderbird. In addition the Commission licenses all key employees and primary management officials by conducting an investigation sufficient to make a licensing determination.

**Success:** In the Menominee Tribal Gaming Commission’s efforts to keep the criminal element out of the Menominee Casino Resort and to ensure that the integrity, security, honesty and fairness remain intact, the following are some of our successes for this past fiscal year:

- 140 gaming licenses issued
- 130 renewed gaming licenses issued
- Only 2 gaming licenses revoked
- Hosted the Wisconsin Regulators conference/training at the MCR
- No material audit findings
- Self-regulation continues to be maintained for 14 years
- 12 mandatory internal audits completed
- 12 mandatory follow up audits completed
- 5 staff and 2 Commissioners received up to date training for gaming regulators.



I would like to say **Thank You** to the Commissioners and to the staff of the Gaming Commission for a job well done this past year.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 317,238	\$ -	\$ -	\$ -	\$ -	\$ 317,238
Fringe Benefits	149,983	-	-	-	-	149,983
Training	19,000	-	-	-	-	19,000
Equipment	1,553	-	-	-	-	1,553
Supplies	3,266	-	-	-	-	3,266
Space Lease/Rental	15,434	-	-	-	-	15,434
Indirect Costs	46,888	-	-	-	-	46,888
Other Costs: (list below)	16,173	-	-	-	-	16,173
<b>Totals ►</b>	<b>\$569,536</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 569,536</b>
Fund/Totals Ratio:	100%	N/A	N/A	N/A	N/A	
<b>PROGRAM INCOME/REVENUE</b>			<b>FY2014 Fund Balance</b>	<b>FY2015 Amounts</b>		
				<b>Generated</b>	<b>Expended</b>	<b>Balance</b>
Vendor and employee licensing fees			\$23,050	\$ -	\$ -	-
<b>Totals</b>			<b>\$23,050</b>	-	-	-

## Historic Preservation/ Logging Museum

David J. Grignon (Nahwahquaw), Tribal Historic Preservation Officer

Posoh Nec Omaeqnomenawak (Hello My Fellow Menominee's)

Eh Yom Kenah Acemwan (This is our Report)

**MENOMINEE YOUTH CULTURE CAMP(S):** This year the department coordinated two Menominee Youth Culture Camps. One of the camps was held on July 17-22, 2015 and the other camp was held on August 14-19, 2015. The need for two camps arose from the Community Engagement Initiative and a request from the Menominee Tribal Legislature (MTL). In September of last year the tribe held a meeting in Neopit to discuss the rampant use of Synthetic and other illegal drugs on the reservation. A month later another meeting was held by MTL to have MITW directors come up with possible solutions to the drug problem. Historic Preservation presented the success of the Menominee Youth Culture Camp and its positive effects on Menominee youth. A Culture Focus group was formed to address the issue under the auspices of the Community Engagement Initiative. What was needed was funding for the two camps and funding was found through several departments and entities that focus on youth issues. A 90 day implementation plan was created to plan and implement the two camps. **Sixty** Menominee youth participated in both camps and that was a great success. The youth were immersed in Menominee language, culture, traditions, AODA and anti-bullying presentations, tribal elder presentations, archaeology, flint napping, hand drums making and traditional crafts, traditional games of lacrosse and cha ha, swimming, fishing and having fun at the two camps. We are currently working with and attending the Community Engagement meetings to come with a 90 day plan to help identify funding for next year's two camps. The department believes much has been gained from Menominee youth attending the camps to help them recognize their cultural identities as Menominee people and to help the youth live healthy lifestyles. Collaboration from several departments help fund, implement and plan the two camps. A grant from the Shakopee tribe was also received to help fund the camps.

**REPATRIATION:** The department continues to consult with the University of Michigan at Ann Arbor for the return of 49 of our ancestor's human remains and associated funerary objects under the provisions of the Native American Graves Protection and Repatriation Act (NAGPRA). The Menominee remains and associated funerary objects came from the Menominee River archaeological site near Marinette, WI and Menominee, Michigan and are dated back to 800 AD. The site is very close to where the Menominee Creation story took place thousands of years ago. We are trying to establish

“Tribal Affiliation” with the help of archaeologist Dr. David Overstreet to positively document the remains is indeed Menominee. On November 7, 2015 the department and community will be reburial 13 of our ancestor’s remains and funerary objects that came from sites on Shawano Lake (1050-1150 AD) and Waupaca (800 AD). The repatriation helps the community heal from the horrific atrocities that our ancestors endured in the past of being removed from the final resting place for research and other inhuman purposes.

**SECTION 106 OF THE NATIONAL HISTORIC PRESERVATION ACT COMPLIANCE:** The department continues to monitor “federal undertakings” associated with building projects on the Menominee reservation. Section 106 of the National Historic Preservation Act (NHPA) mandates “consultation” with the Tribal Historic Preservation Officer to assess historic properties in reference to any building project that includes “ground disturbing activity” on trust land, or if the project is funded with federal or tribal dollars. An archaeological survey is needed to assess historic properties and after the survey this office either issues clearance for the project and some projects may require “monitoring” by a qualified archaeologist or someone trained to conduct project monitoring activities. The department works with several federal regulatory agencies that fund building projects that include: Federal Communications Commission, Federal Energy Regulatory Commission, Army Corp of Engineers, Federal Highway Commission, Indian Health Service and Bureau of Indian Affairs.

**STURGEON FEAST AND CELEBRATION POW-WOW:** The department coordinated the 22nd annual Sturgeon Feast and Celebration on April 16, 2015, at the Menominee Indian High School. The department requested fifteen sturgeons from the Wisconsin Department of Natural Resources for the feast that were smoked by Doug Cox, Jr. The host drum for this year’s pow-wow was the Wolf River Singers and the head dancers were Mike Fish, Jr. and Brianna Ninham. The head veteran dancer was John Teller, Jr. Several Menominee traditional dances were performed at the pow-wow including the fish, snake, swan and feather dance. Before the pow-wow there was a sacred water walk that started with a water ceremony at Keshena Falls and several walked to the Menominee High School. There was tribute and honor song for those who participated in the “Walk to Madison” in support of the proposed Menominee Casino. This year we fed over 500 people at the feast and 710 signed in or were present at the feast and pow-wow. We collaborated with several departments who gave donations and other necessities for the event. Many thanks to the Sturgeon Feast Pow-wow Committee and the Menominee Indian High School for waving the fee for the event and for helping set up and clean up.

**MARCH TO MADISON:** The department participated in the “Walk to Madison” in support of the Kenosha Casino. The director said the opening prayer in the Menominee Language at the rally in the Capitol Rotunda in front of a crowd of several hundred Menominee and their supporters. It was a shame that the governor would not have an audience with our tribal chairman to at least discuss the possibility of approving the Kenosha Casino. The resilience and perseverance of the Menominee people was much apparent in the walk and at the rotunda. The walk and rally also showed that the Menominee people can come together for a cause in a peaceful manner for a cause that would have taken the tribe out of poverty. One of the security guards at the rotunda mentioned “that the rally was probably the most peaceful he ever had seen”.

**MENOMINEE CULTURAL MUSEUM:** In March of this year we received Menominee ceremonial pipes from the Athens County Historical Museum located in Athens, Ohio. The pipes were collected here on the Menominee reservation in the early 1900’s and eventually made their way to the Athens Museum. Representatives from the Athens museum delivered the pipes to our museum and were presented to us. Chairman Gary Besaw was here for the presentation and is quoted as saying “This means a lot to us. Our elders told us to behave and live in a good way, to be kind and be good and good things will come back to us”. We are continuing to work on grant objectives outlined in our Institute of Library Services grant. We are digitizing our artifact collections in the cultural and logging museum with the grant funding. The department sponsored two traditional craft workshops that included the Osakapun which is a traditional beaded hair ornament made without using needles and a traditional beading workshop. Our museum gift shop has numerous items for sale that include: Menominee made beadwork, carvings, pow-wow CD’s, sturgeon shirts, wild rice, maple sugar, baskets, moccasins, and gift box sets.

**MENOMINEE LOGGING MUSEUM:** The Menominee Logging Museum received a major face lift with the installation of new metal roofs. A major fundraising campaign took place to raise funds for the new roofs and enough money was raised to replace the badly depleted roofs. A “big thank you” goes out to those who contributed funding for the new roofs. In October the department held the annual Lumberjack Breakfast and Heritage Day at the Logging Museum. The breakfast and heritage day is a fundraiser for the two museums. This year the Heritage day activities included: traditional music with Wade Fernandez, wild rice processing by Jonesy & Becky Miller and Tony Brown, and the hoop dancers from the Menominee Tribal School. We fed over 300 people at the Lumberjack Breakfast. Several volunteers helped us put on this event.

**WISCONSIN TRIBAL REINTEGRATION PROGRAM:** The department collaborated with the tribal reintegration program that helps former Menominee prison inmates re-adjust into society. A welcome home ceremony is held at the cultural museum that consists of smudging, Menominee prayers, and well-wishing from family and those attending the ceremony. This year we had three welcome ceremonies at the museum. These not only help the former inmate it also

helps the families of the individuals cope with the reality of their loved ones returning to society. The reintegration program is an initiative of the Great Lakes Inter-tribal Council.

**REBURIAL CEREMONIES AT CAMPBELLSPORT, WI:** The director attended the reburial ceremonies for unaffiliated human remains and associated funerary objects at the Wisconsin Intertribal Burial Ground in Campbellsport, Wisconsin. Previously, the director met in “consultation” with Native American Graves Protection and Repatriation Act (NAGPRA) representative from the Wisconsin Intertribal Repatriation Committee and representatives from the University of Wisconsin-Madison Anthropology Department to discuss the disposition of the remains. One-hundred and one human remains and associated funerary objects were reburied with ceremonies and prayers from the tribes attending.

**TRADITIONAL RAISED GARDEN BEDS AND BARK LODGE:** The department collaborated with archaeologist Dr. David Overstreet and several community members who prepared and planted a traditional raised garden bed on the museum grounds. We are trying to replicate the raised garden beds much like our ancestors did in the past. Along with garden beds we are building a bark lodge much like the one Jim Soman had next to his raised garden beds in the early 1900’s home. Corn, beans, and squash were planted in the raised garden beds and were harvested this fall. We will be expanding on the garden beds in the spring and finishing the bark lodge. Community members are always welcome to take part and help with this unique historical and cultural experience.

**AQUILA MINING COMPANY:** The department was informed the Aquila Mining Company is preparing to submit an application to mine zinc and gold near the Menominee River in the State of Michigan. The proposed mining area is close to burial mounds and prehistoric garden beds associated with the Menominee Tribe. We are waiting to see if there will be any federal involvement that would make the mining operation a “federal undertaking” and if so, “consultation” will have to take place with the tribe under Section 106 of the National Historic Preservation Act. Regardless, the tribe plans to make comments on their mining application to the state of Michigan.

**MENIKANI:** The director traveled to Marinette, Wisconsin along with the Chairman Gary Besaw, Ron Corn, Jr., and Guy Reiter to meet with City officials of Marinette. The purpose of the meeting was to discuss plans of creating kiosks and other interpretive signage of the Menominee Tribe’s presence in the area of the mouth of the Menominee River since time immorial. The Menominee people named the mouth of the Menominee River or Minikani which means “a good place to live” and is the site of the Menominee Creation story. Marinette and Menominee, Michigan is also the site of the historic Grand Village of the Menominee. As a result of the meeting wild rice which historically grew extensively in the Menominee River will be re-seeded with ceremony and prayers in November of this year.

**MENOMINEE LANGUAGE:** The department collaborated with the Menominee Language and Culture Commission and Mawa Chiseniyah in applying for an Administration for Native Americans Language Preservation grant. Unfortunately, the grant was not funded. In an effort to help preserve the Menominee language we are selling Menominee language CD’s in our museum gift shop along with the beginner and intermediate Menominee dictionaries. The director continues to provide invocations in the Menominee language for tribal meetings and events.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	THPO	Renovation	IMLS	TOTALS
Personnel Costs	\$ 103,046	\$ -	\$ 36,087	\$ -	\$ 5,592	\$ 144,725
Fringe Benefits	55,567	-	21,740	-	4,100	81,407
Travel	500	-	-	-	-	500
Training	-	-	-	-	6,175	6,175
Equipment	-	-	-	-	1,448	1,448
Supplies	3,700	-	78	-	2,372	6,150
Contractual	5,212	-	-	-	3,065	8,277
Utilities	11,892	-	-	-	-	11,892
Indirect Costs	17,037	-	5,281	-	2,155	24,473
Other Costs: (list below)	-	-	-	-	-	-
Postage	100	-	-	-	-	100
Telephone	726	-	-	-	-	726
Advertising	500	-	-	-	-	500
Insurance	1,811	-	-	-	-	1,811
Building Maintenance	20,140	-	-	-	-	20,140

Vehicle cost	<b>900</b>	-	-	-	-	<b>900</b>
Garbage/Recycling	<b>720</b>	-	-	-	-	<b>720</b>
Renovation of Roofs	-	-	-	34,450	-	<b>34,450</b>
Logging Museum Tours	-	<b>2,601</b>	-	-	-	<b>2,601</b>
Cultural Museum Tours	-	<b>1,504</b>	-	-	-	<b>1,504</b>
<b>Totals ►</b>	<b>\$ 221,851</b>	<b>\$ 4,105</b>	<b>\$ 63,186</b>	<b>\$ 34,450</b>	<b>\$ 24,907</b>	<b>\$ 348,499</b>
Fund/Totals Ratio:	63.66%	1.18%	18.13%	9.89%	7.15%	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
Logging Museum Tours			\$ 2,408	\$ 2,601	\$ -	\$ 2,601
Cultural Museum Tours			1,379	1,504	-	1,504
Fundraising			(7,385)	20,617	19,073	1544
Sturgeon Feast			(399)	13,344	8,667	4,677
<b>Totals</b>			<b>\$ (3,997)</b>	<b>\$ 38,066</b>	<b>\$ 27,740</b>	<b>\$ 10,326</b>

# Housing

Wayne Wilber, Director

**SUMMARY OF SERVICES:** Housing's primary responsibility is to provide safe and healthy housing to Tribal members living within the exterior boundaries of the Reservation. The goal is to do this in a professional and courteous manner, keeping the needs of the community and the Tribal organization prominent in the decision-making process.

Department staff includes 45 Team Members- Director, Maintenance Manager, Accounting Supervisor, Eagle's Nest Manager, Planner/Grant Writer, Accounts Receivable Technician, Secretary/Receptionist, four (4) Resident Service Team Members, Occupancy Clerk, Compliance Officer, three (3) Inventory Team Members, Maintenance Secretary/Receptionist, Inspector, three (3) Cleaning Team Members, two (2) Elderly/Disabled Team Members, 16 Maintenance Team Members and six (6) Eagle's Nest Program Assistants.

Our department provides housing services to Tribal members on a multitude of levels; we have eight (8) different tax credit projects consisting of 179 single family units; 84 low-rent single family units; 66 various elderly/mixed apartments; 4 mutual help units and we assist Tribal members with Rental Assistance in surrounding communities. We also offer temporary homeless services through the Eagle's Nest, as well as two (2) transitional units for assisting with moving eligible applicants towards more permanent housing solutions.

We have rental units in the communities of Zoar, South Branch, Middle Village, Neopit and Keshena. MTHD offers a variety of programs ranging from rental units to assistance with home repairs. Below is a list of the programs we currently offer and the requirements for each. Applications for the programs are available on-line through the Tribe's website, at the Housing offices or you can contact Housing and we can have one mailed or emailed to you.

## MTHD PROGRAMS OFFERED:

**202/ELDERLY:** This rental program provides one or two bedroom apartments for qualified elderly or disabled applicants who meet the requirements. The program requires an application; has minimum age requirement of at least 62 years or proof of disability; a background check; source of income and a review of any debt owed to Tribal Departments (i.e. Housing, Courts, Loan Fund, etc.). A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

**515 APARTMENT PROGRAM:** This is a rental assistance program for low/very low income families, including the elderly. These are two bedroom units located in Middle Village. Each of the three buildings contains four apartment units. Qualified applicants pay a reduced rent rate based on their adjusted income. There are three handicap accessible apartments and preference for these units will be given to applicants who can demonstrate the need for these modifications. The program requires an application; a background check; source of income and a review of any debt owed

to Tribal Departments (i.e. Housing, Courts, Loan Fund, etc.). A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

**ELDERLY/DISABLED ASSISTANCE:** The Elderly Assistance and Disabled Assistance Programs offer assistance to help fund home improvements and repairs for enrolled members age 55 and above who reside in Menominee, Shawano, Oconto or Langlade counties and would not otherwise be able to afford them on their own. The program offers assistance with one repair/service item up to \$7,500; has an application; income guidelines; a review of any debt owed to Tribal Departments (i.e. Housing, Courts, Loan Fund, etc.) and program requirements.

**ELDERLY HOME PRESERVATION PROGRAM:** The program provides enrolled Menominee elders age 55 and above who own their own home and are ineligible for other assistance programs, the help they need to ensure their homes are safe and healthy. The program offers assistance with one repair/service item up to \$15,000. The program requires an application; a review of any debt owed to Tribal Departments (i.e. Housing, Courts, Loan Fund, etc.) and has guidelines for approval based on income, family size and type of improvement requested.

**HOUSING IMPROVEMENT PROGRAM (HIP):** Home Improvement Program for enrolled Menominee members who reside within the Menominee Reservation service area. The program offers assistance for home repairs or in some cases a new home. The program requires an application; has income guidelines; land ownership/lease requirements and no other resources for housing assistance for approval.

**HOME REPAIR LOAN PROGRAM:** Home Repair Loan program offers assistance with home repair projects located within Menominee, Langlade, Oconto and Shawano Counties. The loans are available to enrolled members who own their own homes and have the ability to repay the loan over a period of time. Loans are available up to \$7,500. The program requires an application, pre-approval of the project and requires a wage assignment as part of the repayment.

**INDIAN HEALTH SERVICES (IHS):** This program offers assistance with sewer & water infrastructure including well, water hook-ups, septic/drain field or septic/mound system. The program requires an application; has guidelines for approval, including proof of enrollment, must live in the home you are requesting service and no mobile homes older than five (5) years. Completed applications are forwarded to the IHS office in Rhinelander for further processing and approval. The process can be a lengthy one, so please plan accordingly.

**RENTAL ASSISTANCE:** Provides low income families with an opportunity to find housing in units not managed by MTHD. Vouchers from this program can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. A "Shared Rent" arrangement is established (based on income) for 12 months where MTHD helps qualified applicants meet rent expenses. The program requires an application and income verifications.

**SECURITY DEPOSIT ASSISTANCE:** Provides assistance to low income families with either a Security Deposit or first month's rent in units not managed by MTHD. The assistance can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. The program requires an application and income verifications.

**SINGLE FAMILY/LOW RENT/TAX CREDIT:** Provides low income families with affordable rental housing. This program offers a wide variety of single family detached homes with 2, 3, 4 or 5 bedrooms and 1 bedroom apartments (only located in Neopit) to lease on a month to month basis to qualified applicants. The program requires an application; a background check; source of income and a review of any debt owed to Tribal Departments (i.e. Housing, Courts, Loan Fund, etc.). A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

**EAGLE'S NEST – EMERGENCY SHELTER:** The Eagle's Nest Emergency Shelter was successful in serving Residents this past year – some were able to move on and find a permanent place to stay, while others were not able to. For instance, one family we serviced two (2) times this past year, but the person is now working with the W-2 program and will be moving into a Transitional Unit on 9/1/15.

From October 1, 2014 to September 30, 2015, the Eagle's Nest Emergency Shelter served 169 families comprised of 79 children and 90 adults. This was a decrease of 49 families or 22% from the last year.

While at the Eagle's Nest, Residents are provided many resources to assist them with finding permanent housing, securing food services and employment. For example, they are provided referrals to TANF, W-2, Food Share, JTPA and Vocational

Rehab Program; transportation for job interviews and to look at apartments/housing; a monthly Transit Card for utilizing DOTS; assistance with fees for background checks or other documents. These resources assist the Resident with moving toward a more independent life and finding permanent housing.

Each Resident's case is assigned to the House Manager and a Program Assistant to ensure they are met with weekly and their needs are being addressed. Many improvements are made at the Shelter based on the needs of the Resident. The ultimate goal is to assist them while at the Shelter with finding permanent housing solutions.

We work with the following programs to assist residents with finding the resources necessary to move into a home or apartment: New Cap, Inc., we have had success with this program during the year. They assist with housing counseling services, rental assistance, shelter programming, loans for homebuyers and vehicles among other tenant based programming; Forward Services, Inc., they will pay for an apartment for up to one year's time, providing the person has an income; Rural Housing, Inc., will assist residents with Security Deposits or 1<sup>st</sup> month's rent, providing the person has an income; Menominee Tribal Housing Department's Rental Assistance Program.

Many donations come into the Eagle's Nest during the year and are distributed among the Residents. Community members are welcome to go through the clothing donations as needed. There are also monetary donations to assist residents with no income with obtaining birth certificates or criminal background checks in order to apply for Housing.

Complaints and concerns are dealt with by the House Manager and the Housing Director, if necessary. Complaints usually are centered on the duration of stay at the Shelter. In the rare event residents cannot find more permanent housing within the 45 day time limit of their stay, they may apply for an extension of 30 days.

We have two (2) transitional units for providing families with temporary housing. The maximum length of stay is six (6) months, but Residents are required to actively seek a more permanent housing solution. As tenants in these units, they are required to pay the utility costs to Alliant Energy and Menominee Tribal Utility; rent, which is one flat rate which does include heat and are required to save \$100 per month while in the Transitional Unit. In addition, they must continue to meet with the EN House Manager on a weekly basis for any assistance required or look at any other programs the family may qualify for.

Future plans include, continuing to develop forms to assist Residents with completing their requirements while in the Shelter and working with the IT Department to develop a Program to assist with being able to track homelessness in one central database.

**DEPARTMENT FUTURE PLANS:** Below is a list of some future plans MTHD will be moving forward with in the upcoming year, we look forward to finding solutions to our Tribe's need for housing.

**MARKET BASED RENTALS:** MTHD will be making rental units available for Tribal members whose household income is above the program limits of the NAHASDA programs. The plan is to begin with several units MTHD has purchased and/or has been transferred under MTHD's control to begin remodeling and providing opportunities for Tribal members to rent at a market rate. The program will begin accepting applications once we have our existing units ready for occupancy. We hope to continue the program with more units in the future as funding and opportunities become available.

**HOME OWNERSHIP:** MTHD will be working with Rural Development, Bay Bank, Wells Fargo or other lenders to look at assisting Tribal members with home ownership options in the loan programs they have available. MTHD has purchased 34 back lot properties around Legend Lake through the Menominee County foreclosure process to assist with making more property available for Tribal members. We will be working with the lenders to offer a series of pre-qualifying sessions to assist Tribal members with getting qualified through their programs and hopefully making home ownership an option.

**TRANSITIONAL UNITS:** MTHD will be working with the Eagle's Nest staff to investigate expansion of the transitional units offered to Tribal members. The increasing need for more room at the Eagle's Nest can be overwhelming at times and the staff needs more space in order to assist with Tribal members who are temporarily homeless or without shelter. This emergency service is important and if we have more transitional units available for Tribal members, it would assist with transitioning them toward rental units and hopefully home ownership.

**FINAL THOUGHTS:** Overall, the mission for the department will remain the same; we need to continue offering safe and healthy housing opportunities to Tribal members. Within this mission, we will be looking at various improvements to increase efficiency and effectiveness in our delivery of services to Tribal members. Yearly, our residential staff assists hundreds of tenants in their daily activities and will look at how we can move toward improving relationships with tenants and relating in a trauma informed care approach; some things will remain the same, our maintenance staff will continue to complete thousands of maintenance repair/work orders from tenants, our maintenance staff is very busy and we are looking at improving our training program to increase their performance and efficiency to better handle the workload required.

In programming, MTHD will continue to look at better ways to serve Tribal members through departmental policy changes which make sense for both the department and the tenant. The staff will continue to look at ways to balance the requirements from funding sources with the needs of Tribal members. Even when serving the Tribal members, we often are tied by requirements from HUD or the funding source.

Being accountable to both the Tribe and Tribal members is a goal of the department, we must continue with making strides to operate efficiently and effectively for the betterment of the Department and the Tribe.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ -	\$ 5,522	\$1,625,807	\$ -	\$ -	\$1,631,329
Fringe Benefits	-	1,232	691,742	-	-	692,974
Training	-	-	6,349	-	-	6,349
Equipment	-	-	24,916	-	-	24,916
Supplies	-	-	143,812	-	-	143,812
Contractual	-	-	98,482	-	-	98,482
Utilities	-	-	195,668	-	-	195,668
Indirect Costs	-	923	275,079	-	-	276,002
Other Costs: (list below)	-	-	-	-	-	-
Building Maintenance	-	16,048	11,003	-	-	27,051
Construction Grants	-	3,347	70,199	-	-	73,546
Insurance	-	-	69,683	-	-	69,683
Vehicle Cost	-	-	65,956	-	-	65,956
Rental Assistance	-	-	66,571	-	-	66,571
Program Activities	-	-	5,513	-	-	5,513
Garbage/Recycling	-	-	14,829	-	-	14,829
Subsidy	-	1,712	290,397	-	-	292,109
Land Acquisitions	-	162,405	-	-	-	162,405
<b>Totals ►</b>	<b>\$ -</b>	<b>\$ 191,189</b>	<b>\$3,656,006</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,847,195</b>
Fund/Totals Ratio:	N/A	4.97%	95.03%	N/A	N/A	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
HUD/NAHASDA			\$ -	\$2,994,156	\$3,072,330	\$ (78,174)
515 Apartments			-	87,322	108,981	(21,659)
202 Apartments			-	141,329	104,476	36,853
Non-Program Income			-	588,331	394,647	193,684
<b>Totals</b>			-	<b>\$3,811,138</b>	<b>\$3,680,434</b>	<b>\$ 130,704</b>



# Human Resources

Ben Kaquatosh, Manager

Our mission statement is to be a partner with all departments in the recruitment, selection and retention of quality employees for the Menominee Indian Tribe. Our goal is to provide employees with every resource and opportunity available to them to achieve success in their position with the Menominee Indian Tribe.

The Human Resources Department consists of six employees, which include the following personnel; Verdene Schlichting, Mer Johnson, Annette Peters, Stacie Holstrom, Randy Chevalier and Ben Kaquatosh.

The following graph depicts the gross annual salary for FY ending September 30, 2015 and to include the previous two years as well, which shall give you an estimate as to how the gross payroll has grown and/or stabilized through the last couple years. It also reflects the total employee count as of the end of each fiscal year, which would be the end of September of each year. This data is calculated as of the end of September 30, 2015 it does not mean that we had started with 1151 employees at the start of the fiscal year.

<b>Fiscal Year</b>	<b>10-01-14 to 9-30-15</b>	<b>10-01-13 to 9-3-14</b>	<b>10-1-12 to 9-3-13</b>
Payroll	29,729,040.50	28,738,077.18	28,334,111.60
Employee count	1151	1129	1139

In the next graph, we are showing you the results of our drug testing for the current year ending of September 30, 2015 along with test results for the previous years. Our department utilizes two different sites for urinalysis collection, one is the Tribal Clinic and the other is Maehnowesekiyah. All of these tests have to be confirmed by Medtox, which is a large firm that confirms the test results of each and every test which is a requirement of the law. We would also use Marshfield Clinic for any hair follicle testing that can be used in conjunction with or exclusive of our urinalysis testing. With the hair follicle testing process, we can get positive results that are as far back at 6 to 9 months. We use a five panel testing process which includes drugs such as opiates, phencyclidine, amphetamines, cocaine and marijuana. It is fair to say that we are testing for opiates, depressants, stimulants, and hallucinogens because if the drug is depicted in the urinalysis process, the person must produce a statement from the physician that they are on a drug that would cause a positive test. We are now going into the second year for drug testing of synthetic drugs as well. This graph represents the number of positive tests that we had for the current year ending September 30 as well as previous years. We also added Alcohol as a category during the last year. The five positives under Alcohol represent those positive under the reasonable suspicion test process.

<b>Positives</b>	<b>10-1-14 to 9-30-15</b>	<b>10-1-13 to 9-30-14</b>	<b>10-1-12 to 9-30-13</b>
Cocaine	03	07	08
Marijuana	07	0	0
Synthetic	0	0	0
Alcohol	05	03	0
Total	15	10	0

The next graph represents a comparison of the current year ending September 30, 2015 through the year ending 9-30-13 regarding job openings, interviews, resignations, discharges and layoffs. In summary and at year ending of September 30, 2015, we had 67 percent of our employees were Menominee and the balance were all other including descendants. If we added the descendants to the number of Menominee's, we end up with 72 percent as the figure for Menominee's and descendants.

	<b>10-1-14 to 9-13-15</b>	<b>10-1-13 to 9-30-14</b>	<b>10-1-12 to 9-30-13</b>
Job openings	165	151	157
Applicants	1290	1137	1479
Interviews	786	602	698
Resignations	93	67	48
Discharges	64	88	77
Layoff/leaves	42	55	76

The next graph represents the total number of hearings that were conducted by HR during the year ending of September 30, 2015. The Menominee Indian Tribe has a conflict dispute resolution process that incorporates two levels of mediation, one is at the first level where a mediator attempts to mediate the process and the second level is where a three person hearing panel hears the case when and if it reaches that stage in the process. Of the 14 hearings, 08 were resolved in the favor of Management and 06 in the favor of the Employee.

<b>Conflict Disputes</b>	<b>10-1-14 to 9-30-15</b>	<b>10-1-13 to 9-30-14</b>	<b>10-1-12 to 9-30-13</b>
Step 2 Hearings	15	18	14

The next graph represents our Employee Assistance referrals for the past two years. There are two ways to get into the Employee Assistance Program, one is by self-referral and the other is by mandated referral by the immediate supervisor.

<b>EAP</b>	<b>10-1-14 to 9-30-15</b>	<b>10-1-13 to 9-30-14</b>	<b>10-1-12 to 9-30-13</b>
Mandated	02	04	04
Self-Referral	10	11	11

The following graph represents the total number of background checks we generate through the local Law Enforcement Agency, State Law Enforcement Agency and the Federal Background check process. The graph represents the total number of checks that were conducted through September 30, 2015. The motor vehicle checks are low due to the fact that they were turned over to the Insurance department to review.

<b>Background Checks</b>	<b>10-1-14 to 9-30-15</b>	<b>10-1-13 to 9-30-14</b>	<b>10-1-12 to 9-30-13</b>
Local	435	431	401
State	592	682	668
Federal	225	237	299
Motor Vehicle	22	16	20
Sexual Offender	389	299	306

In addition to the statistical data presented, our department tracked the training process for our law enforcement division as well as the conservation department. The reasoning for this is to keep accurate records so that we would not have negative result findings by the auditors of the Bureau of Indian Affairs that occurred well over seven years ago in the LEC Department. We were short a few hours on the training process for one or two staff members of the Law Enforcement Department. Given the fact that we had changes in supervision in LEC, this may have contributed to the shortness of some officers training hours.

In summary, we started testing for Synthetic drugs during the Month of February, 2013 and are still using the same testing site (Medtox) for this drug along with the other illegal drugs that we are testing. We have only had one positive for this drug since we started testing for this particular drug.

In the past years, our Transit Department signed agreements with Antigo and LCO, which is located near Woodruff for our Transit operations where we have agreements with those cities to provide public transportation. Given this, we had to set up the process for having drug testing done at those locations. The LCO site has been somewhat difficult to work with as we had numerous turnovers of employees at this site. Further, another issue or concern is we had difficulty in recruiting personnel who met the requirements for the position.

The HR department conducted a number of short training programs throughout the year, which include some of the following:

**Employee training:**

Sexual Harassment  
Understanding the Disciplinary process  
Employee Assistance Program  
Policy and Procedures  
Hearing Officers Training  
Civility in the workplace  
Business Ethics  
Harassment in the Workplace  
MITW hiring process  
Interview training

Our goal for the future will be to incorporate some other training processes that will enhance the ability of subordinates to move forward in the area of Management. We will also have some short course training for our youth that come to work for us in the summertime. We will collaborate with the CRC department in this effort to ensure that the youth are given some workshops that will prepare them for jobs in the workplace.

Another goal will be to have a process set up for new hires where the supervisors will be part of the orientation process, essentially what this means is that the Supervisors/Directors will have to have certain goals and objectives written and addressed within the orientation process to ensure that we have an employee that is prepared to succeed within this orientation period.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	Indirect Cost	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 314,716	\$ -	\$ -	\$ -	\$ -	\$ 314,716
Fringe Benefits	119,313	-	-	-	-	119,313
Travel	300	-	-	-	-	300
Training	3,000	-	-	-	-	3,000
Equipment	3,500	-	-	-	-	3,500
Supplies (office& Program)	10,800	-	-	-	-	10,800
Contractual	47,500	-	-	-	-	47,500
Space Lease/Rental	27,278	-	-	-	-	27,278
Indirect Costs	-	-	-	-	-	-
Other Costs: (list below)	-	-	-	-	-	-
Postage	2,300	-	-	-	-	2,300
Photocopies	2,300	-	-	-	-	2,300
Advertising	1,500	-	-	-	-	1,500
Dues and Membership	700	-	-	-	-	700
Equipment Lease	1,500	-	-	-	-	1,500
<b>Totals ►</b>	<b>\$ 534,707</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 534,707</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

## Information Technology

Andrew Westphal, Director

**OUR MISSION:** “Using technology to enable the organization we serve to succeed.”

The Information Technology (IT) Department is an internal services department within the Menominee Tribal structure that is 100% funded by the Indirect Cost Pool. Staffed by a team of 13 full time professionals, the department consists of 2 logical areas Technical Service and Application Development/Software Support. Technical Services is comprised of 6 technical staff and a Service Manager. Application Development/Software Support has 3 Developers, 1 Software Application Specialist and 1 Multimedia Specialist.

IT supports all the hardware (PCs, printers, phones, servers, switches), and software (Word, Excel, email, applications, databases, web sites, digital signage, surveillance cameras, and proximity access) that the organization uses across 24 different sites.

**Personnel Changes to Meet the Organization’s Needs:** Information Technology ran the bulk of the year with the same staffing as in past years but in order to keep up with changing and expanding needs, several positions and areas changed at the end of fiscal year 2015.

Technicians became Desktop Support Specialists and Network Support Specialists to better define their areas of focus and install a path for advancement. The Network Administrator became a fulltime administrator and the vacant Administrative Assistant position became Service Manager to facilitate the supervision of the Technical Service Area. A Multimedia specialist was added to address the organizations need for better and expanded visual communication.

**Year in Review:** The past year brought several technology updates

- For employees a new Intranet was released offering a modern new look along with increased functionality and the ability to help shape the content themselves.
- A totally revamped menominee-nsn.gov web site was released that is easier to navigate in fewer steps.
  - The site incorporates more of the natural beauty of the Reservation.

- A Tribal Members Only access area gives Tribal members access to Legislative issues and other information that directly concerns them.
  - The new design makes changes easier and the content is now more dynamic and data driven.
- In order to communicate better with employees, Tribal Members, and the public, digital signs have gone up throughout the organization. We have also partnered with several other entities such as the Casino, College, and MISD to provide this information there as well. These keep up a steady stream of updates regarding:
  - Current events and happenings
  - Meeting schedules
  - Local news stories
  - Job Opportunities
- Security concerns for both employees and the public came to the forefront and IT responded by expanding our own capabilities to install and service video surveillance without depending on outside vendors or companies. This decreased cost and increased response time to problems.

**Year Ahead:** In the year ahead IT is working to further expand the communication capabilities and bring about a convergence between the web site, the public access channel, and the digital signs. Similar message and content will be able to be displayed across all three platforms. We will be releasing a maintenance program for departments so they can quickly update their web pages themselves. We are evaluating the next software updates. Windows 10 operating system is free so we are testing it to see how it fits into our environment. Providing a single point of entry into the organizations array of service for Tribal member is also being examined to improve service response.

As always we continue to improve the computing environment to make it more capable so departments can provide the services for the community in a timelier fashion while recognizing the cost and making sure we see a return on the investment.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Indirect Cost	TOTALS
Personnel Costs	\$ -	\$ -	\$ -	\$ -	\$ 573,410	\$ 573,410
Fringe Benefits	-	-	-	-	243,695	243,695
Travel	-	-	-	-	1,000	1,000
Training	-	-	-	-	10,000	10,000
Supplies	-	-	-	-	5,000	5,000
Contractual	-	-	-	-	301,600	301,600
Space Lease/Rental	-	-	-	-	33,284	33,284
Other Costs: (list below)	-	-	-	-	-	-
Vehicle Cost	-	-	-	-	9,500	9,500
Postage & Copies	-	-	-	-	200	200
Computer Upgrading	-	-	-	-	85,000	85,000
<b>Totals ►</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$1,262,689</b>	<b>\$ 1,262,689</b>
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	100.00%	

## Insurance

Rosemary Simon-Kazik, Director

**General Overview:** The Insurance Department administers and manages employee benefits for Menominee Tribal Government, Menominee Casino Resort and College of Menominee Nation. Employee benefits provided include health, dental, vision and prescription drug coverage; short and long term disability; workers compensation; the Return to Work Program; life insurance including voluntary life; and the 401k retirement plan. The Insurance Department handles the Medical Relief Block Grant which provides healthcare benefits for Tribal members without health insurance; the burial benefit program providing burial assistance for enrolled Tribal members; the property and casualty insurance programs for Tribal entities; the Employee Advocate Program; the Employee Morale Program and provides various trainings for

employees. It also oversees the Tribal Approved Drivers List. In partnership with Menominee Tribal Clinic Wellness Team, the Insurance Department provides wellness education, information and opportunities to employees. All benefit plans are subject to the Employee Retirement Income Security Act (ERISA) and are audited annually.

In addition, Insurance Staff works with Tribal members to obtain property insurance through Amerind Risk and health insurance through the Health Insurance Marketplace.

**Staffing:** The Insurance Department consists of five staff members: Insurance Director (Rosemary Simon Kazik), two Benefit Specialists (Sue Blaha and Colette White), a Property and Casualty Specialist (Michelle Corn) and an Occupational Health, Wellness & Safety Specialist (Leslie Beyersdorf).

**Location:** Insurance Department offices are located on the first floor of the Gordon Dickie Family Investment Center in Keshena, Wisconsin directly across from Tribal Offices Headquarters Building.

**Healthcare Plan:** Menominee Indian Tribe of Wisconsin provides a self-funded health care plan to employees. A self-funded plan allows the Tribe to design its own plan and benefits, better control costs, supervise collection of premiums and payment of claims and allocate surplus funds for future medical costs. In FY2015, the Tribe's healthcare plan covered 809 employees with a total of 2109 lives. Annual premiums collected totaled \$14,661,506.56 while medical and prescription drug claim payments equaled \$13,019,540.16

The Nurses' Hotline which is open to both employees and Tribal members received 1020 calls in FY2015.

In FY2015, the MITW Employee Health Care plan, in compliance with the Affordable Care Act and Indian Health Services regulations, placed coverage for 25 employees through the Health Insurance Marketplace. This action allowed the Health Care Plan to save in excess of \$3 million in claims payments.

**Life Insurance:** Life insurance and Accidental Death and Dismemberment coverage is provided by the Tribe at no cost to all full-time employees at one times their annual salary. Employee spouse coverage is \$2,000 and dependent children coverage is \$1000 per child. FY2015 cost of this benefit was \$184,827.38. Employees have the option of purchasing up to an additional \$100,000 in life insurance for themselves, spousal coverage of \$25,000 and dependent children coverage of \$5,000 per child. In FY2015, 485 employees were covered by voluntary life insurance. Tribal life insurance benefits are administered by The Hartford.

**Disability:** Short term disability (STD) is provided to Tribal employees at no cost. The benefit pays 67% of an employee's wages for a maximum of 26 weeks. In addition, employees may purchase long term disability coverage up to 60% of their income with a maximum of \$6,000 per month. In FY2015, 448 employees were covered by voluntary Long Term Disability. During FY2015, 39 employees received short term disability benefits.

**Dental:** Employees are provided dental insurance from Delta Dental with an annual maximum of \$1,200 and no deductible. In FY2015, 903 employees were provided with dental insurance and paid claims amounted to \$448,943.84

**401k Retirement Plan:** MITW maintains a 401k retirement plan for employees with Alerus Retirement Solutions providing plan administration services and Nicolet Bank acting as plan trustee. Plan assets as of 9-30-2014 were \$29,375,153.13 representing 967 accounts, 320 of which were new accounts for FY2015. In FY2015, the Plan was amended to allow employees to begin 401(k) contributions at the time of their employment with no waiting period. The plan covers Tribal and Casino employees however CMN employees are covered by their own retirement plan. The Tribal Investment Committee works together with Nicolet Bank to monitor investment performance throughout the year and to evaluate funds offered. Alerus Retirement Solutions mails quarterly participant statements directly to employees and information can be accessed through Alerus Retirement Solutions' secure website or through meetings with Nicolet Bank. Investment meetings providing information and education are held on-site during the plan year. The Insurance Department coordinates the enrollment, distribution and loan processes for the 401k plan. In FY2015, 140 loans were processed, 14 hardship withdrawals and 247 distributions made.

**Workers Compensation Plan:** MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2015, 90 workers compensation claims were reported which resulted

with \$101,590.10 paid for medical, \$6,232.30 paid for indemnity and \$1,219.55 paid for expenses. Claims reserves for medical are \$46,825.22; indemnity \$843.26; and expense \$3,616.64. The Return to Work Program, which helps make the process of returning to work after a workers compensation loss as smooth and efficient as possible, had 12 participants at a cost of \$37,346.98.

**Burial Benefit:** The burial insurance benefit is a self-funded benefit managed and administered by the Insurance Department. Under this benefit, a \$3,000 burial assistance benefit and \$175 wake assistance benefit are provided to families of deceased enrolled Tribal members. In FY2015, 64 burial assistance payments totaling \$169,561.01 and wake assistance payments of \$9,450.00 were distributed. Funds for the burial benefit and wake assistance benefit are provided through Tribal appropriations including the Burial Assistance endowment fund.

**Property & Liability Insurance Coverage:** Tribal First provides property and liability insurance coverage for the Tribe, Casino and CMN. In FY2015, the property coverage premium was \$400,073 and provided \$271,659,051 in property coverage. Liability coverage including general, auto and premises liability among others had an annual cost of \$287,670. Housing provides coverage through Amerind Insurance for all rental units and Housing buildings at an annual cost of \$126,847.

**Approved Drivers List:** The Insurance Department maintains the Approved Drivers List (ADL) for all Tribal entities and departments. Employees whose job requirements include driving a Tribal vehicle or their own vehicle on Tribal business must be listed on the Approved Drivers List. In FY2015, 428 inquiries were received for review for possible addition to the ADL.

**Medical Relief Block Grant:** The Insurance Department works with Tribal Clinic and Maehnowesekiyah to administer the Medical Relief Block Grant (MRBG). In FY2015 the grant was \$180,522 and had 26 enrollments.

**Employee Advocate Program:** The Employee Advocate Program provides a responsive, informal, confidential, effective and inexpensive means of resolving conflicts between employees and supervisors. The Conflict Dispute Resolution (CDR) process is the first step, using positive discussion, mediation and conflict resolution, to help employees work towards a mutually agreeable solution. In FY2015, the Insurance Department handled 29 Conflict Dispute Resolutions.

**Employee Morale Program:** The Insurance Department administers an employee morale program which benefits employees and departments throughout the organization. The program recognizes employees for years of service and for achieving certain accomplishments (attendance, customer service, etc.). It sponsors activities such as Halloween costume contests cookouts and door decorating contests throughout the year. In FY2015, the program provided 116 individual recognitions.

**Flexible Spending Accounts:** IRS Section 125 (Flexible Spending Reimbursement) is available as an employee benefit of Menominee Indian Tribe. Flexible spending allows you to pay for certain expenses through a pre-tax payroll deduction which can result in significant tax savings. There are three types of eligible expenses: Health Plan Premiums (automatically deducted on pre-tax basis); Medical/Dental Expenses; Dependent Care Expenses. In FY2015, employees contributed \$35,696.01 to Medical/Dental Expense Flex Plans and \$15,485.33 to Dependent Care Expense Flex Plans.

**Employee Wellness Benefits:** In partnership with the Menominee Tribal Clinic Wellness Team, the Insurance Department provides wellness information, education and opportunities to employees. Free smoking cessation programs are offered. A Healthy Lifestyle Benefit pays 50% up to \$150 per person or \$300 per family for approved healthy lifestyle activities which are supervised by a licensed professional. This can include health club memberships, dance classes or Weight Watchers among other activities. In FY2015, 61 employees took advantage of the Healthy Lifestyle Benefit.

**Employee Trainings:** Insurance Department personnel conducted 48 employee trainings in FY2015. These included First Aid/AED certifications and re-certifications, OSHA trainings, Mold Remediation Trainings, Lead Safe Renovator Trainings, Asbestos Removal Trainings and Family Medical Leave Act (FMLA) Trainings among others. In FY2015, Insurance began providing over 600 On Demand Training videos available to all departments and employees. Trainings include Communication, Human Resources, Management & Supervision Skills, Marketing & Sales, Personal Development, Technology, Accounting & Finance and Operations.

In addition to Safety Trainings, the Insurance Department assists departments in obtaining safety equipment such as vests for the Police Department, replacement pads for AEDs, mold testing equipment, safety vests, safety shoes, respirators, radios, boots, and safety glasses.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	Indirect Cost	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 237,640	\$ -	\$ -	\$ -	\$ -	\$237,640
Fringe Benefits	839,653	-	-	-	-	839,653
Travel	646	-	-	-	-	646
Training	7,722	-	-	-	-	7,722
Supplies	15,369	-	-	-	-	15,369
Contractual	350	-	-	-	-	350
Space Lease/Rental	16,467	-	-	-	-	16,467
Other Costs: (list below)	-	-	-	-	-	-
Employee Recognition	16,944	-	-	-	-	16,944
Liability Insurance	104,587	-	-	-	-	104,587
IDC Payments	-	-	-	-	119,522	119,522
<b>Totals ►</b>	<b>\$1,239,378</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$119,522</b>	<b>\$1,358,900</b>
Fund/Totals Ratio:	91.20%	0.00%	N/A	N/A	8.80%	

## Internal Audit

Judi Hegewald, Director

**MISSION STATEMENT:** *The mission of the Internal Audit Department is to provide independent, objective assurance and consulting services designed to add value and improve the operations of the Menominee Indian Tribe of Wisconsin. It helps the Tribe accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.*

Simply, that means that Internal Audit:

- Helps to protect the funds that a department or program receives by reviewing compliance with the terms and conditions of its funding sources
- Works with programs and departments to help them find ways to operate as efficiently and effectively as possible
- Seeks to help departments and programs maximize the services that they are able to provide with the resources that they have in order to maximize benefits to those whom they serve
- Provides consulting and advice on various topics in order to help identify opportunities to improve process and reduce exposure to risk
- Leads individual and group training sessions on topics such as proper controls, risk management, policy development, and accounting concepts

**Fiscal Year 2015 Highlights:** During Fiscal Year 2015, Internal Audit completed the following assignments:

- ✓ Four program audits (operational, compliance, and financial)
- ✓ One process audit
- ✓ Two financial audits (cash receipts and receivables)
- ✓ Three follow-up audits
- ✓ Twelve consultations, recommendations, and reviews of departmental and process policies
- ✓ Two external investigations
- ✓ Seven internal investigative engagements
- ✓ Three training sessions on policies and procedures
- ✓ Nine CACFP program compliance reviews of Daycare, Middle Village Head Start, and DKB Center Head Start and participation in the State DPI review and follow-up from that review
- ✓ Preparation of packets for the Chair's Office Oversight Committee and consultation to that committee
- ✓ Compilation of the Chair's Office Annual Expenditure and Variance Report
- ✓ Reconciliation of Pow Wow income and expenditures
- ✓ Assistance to WRDC on their external audits as well as reconciliation of accounts receivable and bank account balances



- ✓ Internal Audit provided to Save-A-Lot a labor evaluation to assist in future employee scheduling, consulted on policy development and revisions, completed budget projections, evaluated current financial controls and gave recommendations for their improvement
- ✓ Quarterly Menominee Tribal Legislature Credit Card Use Reviews

**Single Audit FY2014:** As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's external audit firm, McGladrey LLP, on the completion of the Fiscal Year 2014 Single Audit and the Management Discussion and Analysis. Internal Audit assistance included:

- Grant, debt, cash, and investment confirmations
- Control risk assessments for 33 Type B Tribal programs to help identify programs which may need to be audited
- Federal and State expense variance analysis
- Internal control worksheets for 18 internal functions such as budgeting, payroll, and financial reporting
- Updates to the Management Discussion and Analysis for the full financial statements
- Review of other external audits completed for chartered entities and programs of the Tribe

Highlights of the 2014 single audit included:

- ✓ An early submission with no material weaknesses, issuance of an unqualified opinion, and continued low risk auditee status
- ✓ For the second time in the last three years, no audit findings. To our funding agencies, this verifies the effective and efficient management of Federal and State monies received by the Tribe and helps to secure future funding.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	Indirect Cost	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 164,491	\$ -	\$ -	\$ -	\$ -	\$ 164,491
Fringe Benefits	81,163	-	-	-	-	81,163
Travel	500	-	-	-	-	500
Training	10,000	-	-	-	-	10,000
Supplies	4,000	-	-	-	-	4,000
Contractual (external audit)	161,000	-	-	-	-	161,000
Utilities	-	-	-	-	-	-
Space Lease/Rental	11,464	-	-	-	-	11,464
Other Costs: (list below)	-	-	-	-	-	-
Dues & Memberships	800	-	-	-	-	800
Postage & Photocopies	225	-	-	-	-	225
<b>Totals ►</b>	<b>\$433,643</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$433,643</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

## Johnson O'Malley

Patricia Tourtillott, Director

The Johnson O'Malley Program is designed to meet the specialized and unique educational needs of Indian students attending Tribal School and public schools on or near the Menominee Indian Reservation, who are three (3) years of age through grade 12 and one-quarter (1/4) or more Indian blood.

The following is a list of our present programs that have been developed from our Community Needs Assessment.

**Parental Cost:** To promote and increase student's interest and participation in curricular and extra-curricular activities. Help defray costs of obtaining a quality education by providing 180 financial service units yearly. By providing additional financial assistance for those students in need of the Parental Cost program allows these same students the opportunity to

participate in the total school program as other students do. Requests from parents, school personnel or Department of Social Services will be received by the JOM office and screened by program personnel to determine if eligible for JOM services and processed for payment. In 2015 the total number of students served is 126. JOM assists in the areas of athletic shoe reimbursements, special school supplies, cap & gown fees, ACT testing fees, academic/athletic camps – partial payment and technology fees. Future plans in 2016 calls for more advertising of JOM program and the services it provides to students.

**Career Exploration:** To expose Native American Middle School and High School students to opportunities and expectations in the world of work and careers inside and outside the local community. To increase the knowledge of students in what the educational expectations are by industries, professions and post- secondary education institutions. We assist in: Bringing in Speakers to discuss Careers, Campus Tours to College and Technical Colleges, provide an Annual Career Day, Six Week Summer Youth Work Program, and Senior Recognition Banquet for all Menominee graduating seniors. With the collaboration and combination of TANF, JTP and JOM a total of 92 youth were hired in 2015. A total of 1,011 services to youth were provided by JOM in this fiscal year.

**Community Activity Center:** Community Activity Centers were previously maintained in three communities on the Menominee Reservation for afterschool programs during the academic school year and summer activities to Native American students of all ages who can come and study, complete required homework, or do projects in Arts & Crafts in a safe and controlled environment. In 2015 the South Branch Center and the Zoar sites were open only for a six week summer program. Activity Centers provide a safe place to go in the summer hours where activities include: treats/snacks, movies, arts and crafts and holiday events for the family units. Holiday events at the Activity Centers continue to be held. Parents expressed the need for more activities to do with their children. In 2015 our service units were down due to budget constraints the centers are only open for a six week summer program, Total of 1,634 service units were provided . Future planning for Activity Centers is to have longer summer programs.

**Positive Youth Development:** To implement positive education programs in the Menominee Community on drugs and alcohol and teenage social casualties. We assist the schools and other youth programs with many projects in AODA and Drug Prevention. Objectives can be met by providing 4800 service units through the continuation and operation of community coordination programs and assisting the Children at Risk programs. The community coordination will provide programs jointly, that will provide presentations and workshops, work cooperatively with all agencies that work with school children in reallocating resources to coordinate preventative type programs in the Menominee Community. We also provided field trips and activities for school age children. We encourage parent involvement at all times. In 2015 the Positive Youth provided a total of 4,169 cumulative service units to Indian students in PYD. The JOM program works with several departments and agencies to carry out the requirements of the JOM program and other department needs. Collaboration with other departments was very useful in order to achieve the needs of our youth and communities in 2015.

**JOM Education Committee:** Menominee JOM Education Parent Committee is to meet the requirements of P.L. 93-638, P.L. 95-561, of the Federal Regulations and Tribal Law of the Menominee Tribe of Wisconsin; to approve and monitor all JOM programs contracted for by the Menominee Tribe.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 5,578	\$ -	\$ 74,510	\$ -	\$ -	\$ 80,088
Fringe Benefits	3,188	-	17,228	-	-	20,416
Travel	-	-	533	-	-	533
Training	-	-	2,713	-	-	2,713
Supplies	-	-	9,484	-	-	9,484
Space Lease/Rental	-	-	8,026	-	-	8,026
Indirect Costs	1,755	-	12,108	-	-	13,863
Other Costs: (list below)	-	-	-	-	-	-
Food Supplies	-	-	2,429	-	-	2,429
Direct Assistance	-	-	4,482	-	-	4,482
Program Activities	-	-	2,272	-	-	2,272
Postage	-	-	85	-	-	85
Transportation	-	-	125	-	-	125
Direct contract support	-	-	10,553	-	-	10,553

JOM Senior Recognition Banquet	-	<b>6,048</b>	-	-	-	<b>6,048</b>
<b>Totals ►</b>	<b>\$ 10,521</b>	<b>\$ 6,048</b>	<b>\$144,548</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 161,117</b>
Fund/Totals Ratio:	6.53%	3.75%	89.72%	N/A	N/A	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
Donations - Fundraising			\$ 583	\$ 6,400	\$ 6,048	\$ 352
<b>Totals</b>			<b>\$ 583</b>	<b>\$ 6,400</b>	<b>\$ 6,048</b>	<b>\$ 352</b>

## Judiciary

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### Stephan Grochowski, Chief Justice

It is that time of the year again wherein all programs and departments attempt to explain to you what they have completed over the past year.

This past fiscal year, the Court experienced many losses and gains. In December 2014, our vacant Associate Supreme Court Justice position was filled with the legislative appointment of Wendell J. Kenote. Justice Kenote had previously sat on the Supreme Court back in the early 2000's. In May 2015, Judge Kris Goodwill submitted her resignation and left the bench. Two months later, Mercedes A. Martin was appointed as our new lower court judge for a three year term. The Court also lost its Office Manager, AnnMarie Johnson, who was hired as the Lending & Tribal Tax Director. Congratulations Mrs. Johnson. You will be missed by all. Luckily, one of our deputy clerks, Dolores Martin, was interested in the position. She was promoted and is now our new Office Manager. Our bailiff, Doug Waukechon, also decided that it was time to move on. When a position opened up in the police department, Doug grabbed his opportunity and went back to working as a patrolman. Hopefully our new bailiff will be hired by the time this report is published. The promotion of Deputy Clerk Martin also created a vacancy. Further, in August 2015, another Deputy Clerk, Dionne Madosh, resigned her position for other opportunities. Thankfully both deputy clerk positions were filled. Bridget Long transferred into the Clerk of Courts office from the prosecutors' office where she worked as a paralegal under the drug court grant. Our last hire is Camille Grignon. Ms. Grignon had also been working at the Court under our Records Project grant. To those of you who left, Waewaenen. To those newly hired and appointed, welcome aboard.

Unfortunately this year, the grant which funded the William Mitchell Law School criminal defense work project ended. Attorney Collette Routel and her students represented individuals in tribal court who were charged with crimes. They provided an invaluable service to the Court, the defendants and the Tribe. They were also instrumental in pointing out a few glaring holes in our criminal justice system. We are grateful.

Lastly, David Armstrong, an attorney who practiced with Wisconsin Judicare in their Indian Law section, left his employment with Judicare for a job in Washington D.C. I mention Attorney Armstrong because he did provide both criminal and juvenile defense services to our membership as well as family law representation. Attorney Armstrong was also very helpful in serving our elders' needs. Thankfully, Attorney Seth Bichler will be filling in the void left by his predecessor.

One of the things that became readily apparent with the addition of outside representation is the gaps in the criminal justice system. Whenever you fund or add to the existing system, you are able to readily see where and what else needs to be remedied. By having the law students practice here, it became apparent that the Prosecutors' office was inadequately staffed. Furthermore the influx of law students put a demand on the Clerk of Courts' office with their requests for documents and files; they put a demand on the tribal jail with their need to speak to their clients and they placed a demand on the judges due to their increased motion filing. Running a public defender service is an important part of the criminal justice system but it is also an expensive proposition.

As reported in last years' annual report, the Court currently has two grants: one is called the Records Project and the other funds our drug court, Menipaniw. Both grants were due to expire at the end of this fiscal year. However because of changes in staff, redirection of the Records Project's scope, additional moneys received and the delayed starting date of the

Menĭpaniw grant, these grants have been extended. Menĭpaniw is extended for six (6) months and the Records grant is extended for one (1) year. This should be an adequate amount of time to finish the grants.

One of the things that the Tribe has espoused this past year has been trauma-informed care. We have all been instructed to become more trauma informed and responsive in our dealings with each other. The Court does have a diversionary program called Menĭpaniw which is our drug court. Menĭpaniw is a restorative justice approach to drug crimes which is more receptive to dealing with individuals' personal needs. But can a court system embrace the concept of trauma-informed care? What does that mean exactly? And how will the Court implement this concept? We do know that the Courts' response to trauma will not be the same as social services' response because our roles are different. However, we all need to begin somewhere. On December 11, 2015, Diana Hietpas, the Health Educator from the Tribal Clinic, will be educating us on the dynamics of trauma. She is the coordinator for Fostering Futures or 'Kepaĕmehtonenaw'.

## **FY 2015 CLERK OF COURT STATISTICS**

<u>Case Types</u>	<u>Filed</u>	<u>Number of Hearings</u>
Motor Vehicle	551	563
Curfew ***	12	15
Underage Drinking	48	473
Truancy	130	440
Conservation, Dog and other		
Adult Ordinances	44	63
Appeals	3	2
Restraining Orders	31	43
Adult Criminal	366	3362
Civil**	248	265
Juvenile/JIPS	44	142
CHIPS	18	115
TPRs & Adoptions	5	4
Child Support/Paternity	71	422
Menĭpaniw	20	351
Extraditions	<u>42</u>	<u>38</u>
<b>Total</b>	1633	6298

\*\*Civil cases include small claims, large civil claims, employment issues, divorce, probate, relinquishments, name changes, guardianships, custody, placement, and visitation issues and commitments.

\*\* This category also includes Order to Show Causes (OTSC), motions, capiases and bench warrant returns, reviews, status hearings, initial appearances in court, and trials just to name a few types.

\*\*\* This category includes day time curfew citations and hearings.

## **Technology Upgrades in FY 2015 by Jon Askenette, JustWare Coordinator**

During this past fiscal year, Tribal Court has made several technology improvements. We have purchased a new proximity door lock system to replace the current aging system that could no longer be serviced. An additional benefit to this purchase was that we were also able to add in expansion equipment which allowed us to double the number of doors that are secured through this system.

The purchase was made with the understanding that we would recycle the current hardware that was installed as well as blend in new hardware and a new software package to control the whole system to reduce the overall cost.

Tribal Courts utilized the same vendor for our security cameras as well as for our door locks. In addition to updating and expanding our door lock system, we also expanded our security camera system. Once the new wiring and cameras were installed, we doubled the number of cameras that cover Menominee Tribal Courts. We also purchased a new camera server to operate and support this expanded system.

We have also replaced and/or upgraded our sound system in the courtrooms as well as our Polycom (video appearance) system. We are able to also use one vendor for this combined audio/visual project. This project consisted of having a new

control unit custom built to replace the original until that was installed in 2004. This further allowed us to expand the number of microphones that record audio in the courtrooms. We also replaced all the microphones as well as created the ability to expand the system even further in the future if necessary. All equipment was also replaced in the small courtroom with brand new components.

Our audio/visual vendor also replaced the Polycom display panel with one that is bigger, more energy efficient as well as has more expansion options. The current Polycom system is a proprietary system that will need replacement in the near future as the current system was purchased in 2006 and with advancements in streaming video technology; it is no longer the most efficient product available for video and distance appearances. We also added a customized handset option for the inmate Polycom terminal located within Menominee Tribal Jail. This resulted in the inmates being able to hear more clearly and their voices to be reproduced more effectively with fewer echoes during courtroom hearings.

All of these projects were done without tribal dollars. They were funded through a one time solicitation for project funding from the Bureau of Indian Affairs resulting in multiple high cost projects being done at no cost to the tribe.

### **Menipaniw Major Accomplishments, FY 2015 – John “Jack” Krebs, Drug Court Coordinator**

Random testing for synthetic THC continues as the plan of action; also pursuant to Judge Gauthier’s request, random testing for alcohol use by PBT method (preliminary breath test) is also included for weekend and holiday hours. Menipaniw is now using a comprehensive Personal Assessment Tool during its intake process for all referrals. This tool includes a Modified Mini Screen which is very useful in ascertaining and calibrating each participant’s substance use risk and needs. The assessment tool is invaluable for collecting data which is important for grant purposes. In August, Menipaniw once again proudly participated in the Annual Menominee Tribal Pow Wow. Also, Menipaniw hosted an informational activity booth in conjunction with the Annual Night Against Crime event in Neopit. At the Annual Benefits Fair, Menipaniw’s mission and vision, purpose and facts about synthetic THC use and abuse were presented. Over 900 people attended this two-day event. Attendees at this event were able to have their questions answered and gain insight into the program specifics as the Menipaniw concept was explained. The Menipaniw Court Team, as part of their continuing education mandates, attended the Wisconsin Drug Court Professionals Conference in Milwaukee in March. The Team also attended training on Wisconsin Treatment Court Standards in Appleton during the end of this past fiscal year. This training was sponsored by the Wisconsin Department of Justice as part of their TAD (Treatment Alternatives and Diversion) grant.

During this fiscal year, twenty-two (22) people inquired about Menipaniw with 20 people being accepted into the program. Eight (8) participants transitioned (graduated) out of Menipaniw this fiscal year.

<b>Category Description</b>	<b>FISCAL YEAR 2015 CONSOLIDATED Budget</b>					
	<b>TRIBAL</b>	<b>Program Income</b>	<b>Federal</b>	<b>State</b>	<b>Other</b>	<b>TOTALS</b>
Salaries	<b>\$ 164,233</b>	<b>\$ -</b>	\$ 290,052	\$ -	\$ -	<b>\$ 454,285</b>
Fringe Benefits	<b>1,624</b>	-	1,362	-	-	<b>2,986</b>
Travel	-	-	450	-	-	<b>450</b>
Training	-	-	7,139	-	-	<b>7,139</b>
Equipment	-	-	1,435	-	-	<b>1,435</b>
Supplies	<b>1,754</b>	-	500	-	-	<b>2,254</b>
Contractual	<b>27,357</b>	-	84,867	-	-	<b>112,224</b>
Indirect Costs	<b>24,336</b>	-	47,412	-	-	<b>71,748</b>
Other Costs: (list below)	-	-	-	-	-	-
Postage	<b>800</b>	-	2,198	-	-	<b>2,998</b>
Minor Equipment	-	-	1,435	-	-	<b>1,435</b>
Telephone	<b>300</b>	-	1,183	-	-	<b>1,483</b>
Cellphone	<b>1,100</b>	-	5,420	-	-	<b>6,520</b>
Jury Fee's	<b>5,500</b>	-	-	-	-	<b>5,500</b>
Witness Fee's	<b>2,500</b>	-	-	-	-	<b>2,500</b>

Dues & Fee's	-	-	75	-	-	75
<b>Totals ►</b>	<b>\$ 229,504</b>	<b>\$ -</b>	<b>\$ 443,528</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 673,032</b>
Fund/Totals Ratio:	34.10%	0.00%	65.90%	N/A	N/A	
PROGRAM INCOME/REVENUE	FY2014 Fund Balance	FY2015 Amounts				
		Generated	Expended	Balance		
Fines and Fees	\$ 5,981	\$ 142,309	\$ 135,141	\$ 7,168		
Filing Fees	1,003	12,272	10,813	1,459		
Court Costs	810	21,779	20,561	1,218		
Other (Due the court)	73	3,940	3,581	359		
Child Support Costs	-	25,096	18,720	6,376		
<b>Totals</b>	<b>\$ 7,867</b>	<b>\$ 205,396</b>	<b>\$188,816</b>	<b>\$ 16,580</b>		

## L language and Culture

Joseph Awonohopay, Director

The Menominee Language & Culture Commission (MLCC) consists of 9 enrolled Tribal members and 1 Director. Five of those seats are to be eminent persons meaning people that are knowledgeable in either area such as language, culture, history, traditions, and spirituality and able to aid in discussions on complex or worldly issues. The remaining 4 seats are to be knowledgeable in education theories, testing practices, language, culture and history. We try to assist, guide and educate on issues concerning or revolving around our language, culture, history, traditions or spirituality along with our partners at Historic Preservation.

In fiscal year 2015 the Menominee Language & Culture department along with MLCC Commission has worked tirelessly to create a testing process that is reflective to us as Woodland People and information our Teachers should know as Menominee educators. In the past it was simply a verbal vocabulary test to certify classroom Teachers with no organized language, culture or history training, classroom management or curriculum training.

This year we have reached out to Department of Public Instruction (DPI) and also Cooperative Educational Service Agencies (CESA) to aid in the facilitation for professional development to all our Menominee Language Teachers and potential future Teachers. Also we have worked with a renowned linguist from the University of Madison Dr. Monica Macaulay. Dr. Macaulay worked with us during 2014 and 2015 providing much needed grammatical and linguistic training for our Teachers. It is crucial to our language survival and to a strong language program that our Teachers be knowledgeable in our culture, proficient in our language, possess the knowledge to create and write an effective lesson plan and have the classroom management skills to maintain and foster a positive learning environment.

The MLCC Task Force has tackled the hard questions on these issues and much more to find our weaknesses and capitalize on our strengths. Our youth deserve the best we can offer them whether it is in Math, Science or Menominee Language & Culture. Our department has had many happy moments this past fiscal year, but none stand out more than the venture our Tribe is undertaking with the 10 Menominee Language Immersion Trainees. This past summer state legislation approved our Tribe and LCO Ojibwa Tribe the go ahead to begin work on a Charter school. Back in October of 2015 Menominee Tribal Legislature approved a proposal to fund an Immersion Language Program to create proficient speakers of the language to teach in a potential Charter/Immersion School in 2017. 10 Tribal members will be employed and will go through a 14 month intense training program ran through our department. This venture will aid in our goal of having a minimum of 4 Tribal members Immersion classroom ready by 2017. We will also be teaming up with Menominee Indian High School students to create a Beginners Booklet and CD approved by MLCC. Our future has never looked brighter in terms of support and participation from so many organizations within our boundaries and across the state.

Fiscal year 2016 will be at the beginning of many great changes geared toward a stronger language program and its survival. If we want to see our language and culture survive, it's up to all of us, not just one person or one department. Let's all do our part and speak your language!



## Dictionaries and books currently for purchase:

*Berry Picking Story- \$10*

*Beginners Dictionary- \$15*

*Intermediate Dictionary- \$20*

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 58,814	\$ -	\$ -	\$ -	\$ -	\$ 58,814
Fringe Benefits	29,572	-	-	-	-	29,572
Travel	6,500	-	-	-	-	6,500
Supplies	496	-	-	-	-	496
Contractual	700	-	-	-	-	700
Indirect Costs	11,925	-	-	-	-	11,925
Other Costs: (list below)	23,171	-	-	-	-	23,171
<b>Totals ►</b>	<b>\$ 131,178</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 131,178</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

## Law Enforcement

Mark K. Waukau, Sr., Chief of Police

The Menominee Tribal Chief of Police Mark K. Waukau Sr. assumed the responsibilities from the appointed Interim Chief of Police on February 9, 2015. There have been many notable initiatives that occurred in FY2015, with the priority of engaging with our communities throughout the Menominee Tribe. As we remain committed to “Serve and Protect” the people that live in our respective communities, the men and women of the Menominee Tribal Police Department continue to provide safety and to collaborate with the various programs and schools to promote education and wellness to our elders, adults and youth, as well as maintaining a focus on instilling our culture and traditions which are a part of our everyday lives. As we continue to be proactive and give rise to public safety, this enhances our ability to better serve our communities and maintain a level of trust to each and every citizen for many years to come.

Officers are very committed to our youth as we know to be the future of the Menominee Tribe, for example becoming involved by coaching a sport in our schools during respective seasons. In collaboration with the Menominee Indian School District MISD there are two Liaison Officers who are assigned to the High School and Middle School. They also take the time go to other schools and visit with students. By doing this, we are promoting positive relations that can be viewed as assurances they can rely on us in their time of need, we are building trust.

There have been changes in the administration within the police department such as the positions of Deputy Chief, Detectives, Sergeants and a Budget Analyst, as it is our intention to improve the delivery and quality of services to our people. Currently we have five newly hired police officers attending Basic Recruit Training at the Fox Valley Technical College in Appleton, WI. Once they attain certification as law enforcement officers, they will subsequently also be required to complete our Field Training Program, which will give them the experience needed to respond to calls for service with a training officer. The process of hiring our own tribal members as qualified officers will enhance our ability to be proactive in our communities and allow for the ability to provide the necessary tools needed in terms of education and safety in all of our communities for many years to come.

During this fiscal year the Menominee Tribal Police Department was able to secure the Crime Victims Program back to its original status as being affiliated with law enforcement services. For the past few years the program was under the supervision of our Maehnowesekiyah Wellness Program. In review of the program, it was determined that the CV Program could provide more direct services with the people we serve in collaboration with our police department. We look forward to providing community engagement with this program to all of our communities.



With the Tribal Legislature holding quarterly community meetings along with the Tribal Administration Officers, the police department has made it a practice to attend these meetings as well as to listen to the concerns of those attending addressing issues that arise pertaining to law enforcement. Through this we are able to address concerns and coordinate with other programs in terms of developing projects and reaching out to provide a service.

In 2015 the law enforcement program has received many grants that are awarded this fiscal year, which allows for law enforcement to continue providing more direct services to the members of each community. As we reach the final stages with some of the grants received, we have been able to make adjustments thru what is called a GAN (Grant Adjustment Notice) to modify the existing grant(s) to meet or target a specific area that may have not been included in the original award. As programs throughout the tribe justify the need for monies to operate their respective departments, we continue to seek grant support to offset funds received thru the Tribe and BIA 638 law enforcement contract monies.

The Menominee Tribal Police Department's primary funding sources are the Bureau of Indian Affairs and the Menominee Indian Tribe. The BIA program budget was a total of \$1,145,815 and the MITW budget was a total of \$1,030,507. Additional funding sources that became available to the department through various grant awards consisted of:

- MITW Emergency Transport Budget in the amount of \$13,061
- Indian Highway Safety Grant in the amount of \$130,000
- Bulletproof Vest Replacement Grant in the amount of \$4,308.04
- Tribal Law Enforcement Grant in the amount of \$72,379
- County/Tribal Law Enforcement Grant in the amount of \$34,362
- MISD Safe Schools Project Award in the amount of \$5,000

**LAW ENFORCEMENT ACTIVITIES:** During Fiscal Year 2015 our Menominee Tribal Police Department made it a priority to actively engage in our communities by collaborating with other programs to increase awareness to the dangers of drugs and alcohol and to instill the values of our culture and traditions. This year the Annual National Night Out Against Crime took place at the Neopit Middle School which was held on the date where law enforcement agencies throughout the country provide communities with information and fun activities to promote awareness and safety. Opening remarks were provided by the Tribal Chairman, Historic Preservation Director and Chief of Police. The Fourth Annual Badges for Baseball summer youth program was held also in Neopit, which was sponsored by the Youth Development & Outreach Program with participation from officers of the police department.

With the Annual Culture Camp held at Wayka Falls sponsored by the Historic Preservation Department, the Tribal Police was again able to provide officers to do presentations on various topics and also allow for our Deputy Chief to be Lead Counselor to provide mentoring to our youth, which he has been doing for over fifteen years. This year as the planning committee saw the need, there were two camps provided with the opportunity for youth to participate. In preparation for the camps, officers assisted by going out and gathering firewood for them, and also taking the time to do presentations on various topics.

A Teen Summit took place at the Menominee Casino/Resort Convention Center this year. A committee was established in partnership with different agencies from neighboring tribes. With the current trends facing our youth such as drugs and alcohol, teen dating violence, suicide and health issues addressed. The event allowed the youth to network and discuss strategies about priority topics that concern Native Youth. There were well over 300 students from various school districts such as MISD, Menominee Tribal School, Shawano Schools, Gresham, and Bowler were in attendance.

Throughout this year, the Injury and Prevention Program in collaboration with the Tribal Clinic and our Highway Safety Program, we were able to promote child safety awareness in communities and absorb costs to families by providing them with seats. There was safety clinics held, demonstrations were done by certified technicians that allowed for teaching adults about installing car seats and making sure they are being used properly.

The 18<sup>th</sup> Annual Menominee Youth 3 on 3 Basketball Tournament took place, with the Chief of Police being one of the founders of this community event. This has been an ongoing event that has inspired our future athletes to showcase their talents in the game of basketball. Many service providers committed to the program, there were a total of 25 teams who participated. An Elder Speaker addressed the youth about our culture and traditions with a youth drum group providing songs to welcome all participants.

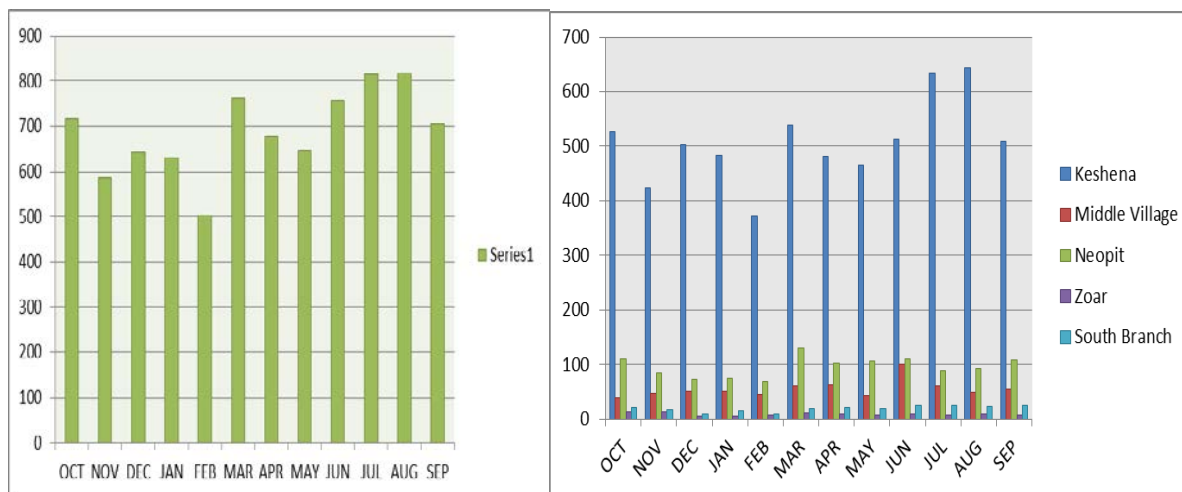
During the summer, training was held at the MISD High School with many law enforcement agencies such as; Menominee Tribal Police, Stockbridge/Munsee, Menominee County Sheriff, Tribal Conservation and the NADGI Task Force. The training pertained to active shooter situations that were conducted by the Tactical Unit of the FBI Office from Milwaukee and Green Bay. With the widespread issues throughout the country pertaining to these types of critical incidents occurring, it was determined the training is necessary for the safety and wellbeing of our schools and communities.

Training for all officers and their respective families were held at the Menominee Casino/Resort Hotel & Convention Center titled “Walking the Thin Blue Line”. This was done by the Community Resource Liaison Officer from the Oneida Police Department. The training pertained to emotional survival for law enforcement officers, including the impact of what families endure as their spouse, husband or wife and children go thru when officers respond to critical incidents, addressing coping mechanisms for the stress involved. Tribal Administration has explored the position of Employee Support Counselor to include expanding professional opportunities for self/department care and mental health support for tribal employees.

Since the tribe recently hired an Emergency Management Coordinator, there has been great coordination with the PD in terms of emergency preparedness. Actual response to situations such as the flooding this past winter in downtown Keshena, to a forest fire that damaged hundreds of acres of our pristine forest, is an example of our efforts to keep people safe. There are safeguards in place pertaining to training with table top exercises to establishing safety and shelter facilities for the people of our communities should the need arise.

**TRIBAL POLICE DEPARTMENT:** The Tribal Police Department consists of 33 employees, a majority of those being certified police officers with non-sworn staff from our Crime Victims Program, and Sex Offender Registry and Notification Program. During the fiscal year 2015, the number of incident reports that were generated by the Menominee Tribal Police Department totaled 8,256. This is a decline 755 in terms of FY2014 in which 9,011 incidents were reported. There were a total of 1,657 cases referred to the Tribal Prosecutor’s Office. The following graphs illustrate the calls for service responded to by Tribal Police Officers.

**The first graph (listed below) illustrates the number of calls for service by each month for FY2015.**



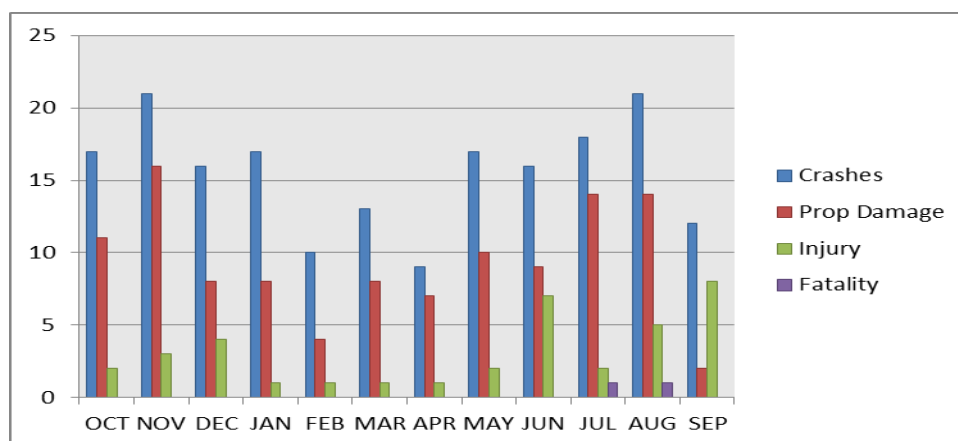
The second graph (listed above) illustrates the calls for service in each community. This graph also organizes the calls for service by each month throughout the fiscal year.

The Menominee Tribal Police Department with three full time detectives has worked diligently with the FBI from the Green Bay Office and has made case referrals throughout the year to the U.S. Attorney’s Office. In FY2015 32 cases were opened by the office of the FBI, including 1 Death Investigation; 4 Vehicular Homicide/Assault; 3 Burglary/Theft; 7 Sexual Assault; 2 Domestic Violence; 11 Assault; 2 Rape; 2 Physical Abuse of a Child.

**INDIAN HIGHWAY SAFETY PROGRAM:** The Menominee Tribal Police participated in a Police Traffic Services grant in conjunction with the BIA Indian Highway Safety Program. The project goal was to reduce the number of motor vehicle crash injuries and fatalities attributed to OWI (Operating While under the Influence) and moving violations on the Menominee Reservation.

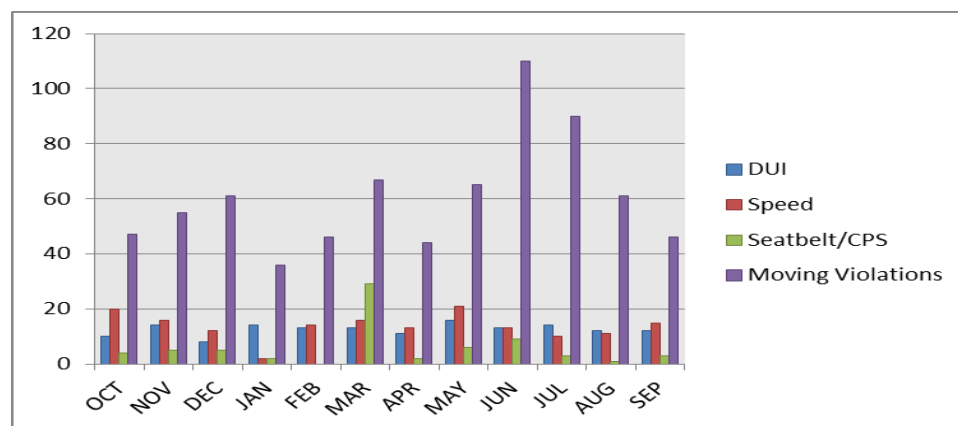
There was a significant increase in the anticipated number of alcohol related traffic crashes during FY15. While diligent efforts to combat the intoxicated drivers taking to the roadways were attempted, we were unable to prevent forty two (42) alcohol/drug related traffic crashes. We are extremely confident that our efforts prevented some crashes as one hundred fifty (150) impaired drivers were removed from the Reservation roadways.

**This graph indicates the number of traffic crashes that occurred by month in FY15**



The Menominee Tribal Police Department participated in two (2) National Mobilizations during FY15 which included Don't Shatter the Dream and Drive Sober or Get Pulled Over. We were able to conduct nineteen (19) high visibility saturation patrols and one (1) seatbelt/CPS (child passenger safety) checkpoint. With increased enforcement during the mobilizations and during public events bring high volumes of traffic we were able to cite a total of 1,107 traffic citations for FY15.

**The following graph indicates the number of traffic citations that were issued in FY15**



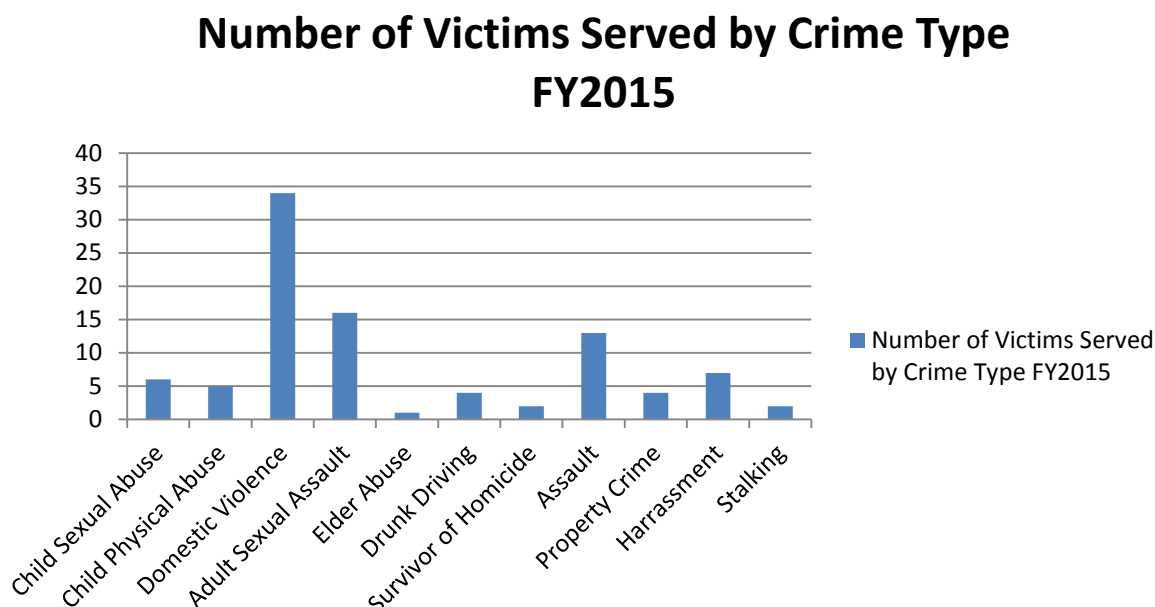
The Department is committed to Child Passenger Safety by providing instruction and demonstrating how to properly install car seats in vehicles. The Highway Safety Officer along with the Injury Prevention Coordinator and Community Health staff were able to provide six (6) car seat checks at different locations in each community. We were able to distribute over two hundred (200) convertible and high back booster seats to those in needs.

As a result of our overall efforts, we have seen a dramatic increase in the number of designated drivers on the road. The on-going efforts of the Menominee Tribal Police Department in conjunction of the Indian Highway Safety program should continue to lower the traffic crashes and increase the awareness of the dangers of drinking and driving on the Menominee Reservation.

**CRIME VICTIMS PROGRAM:** The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in a criminal incident. Their staff can be reached around the clock to provide assistance to all victims of crime including, but not limited to, property crime, DUI fatalities, assaults, domestic violence, sexual assaults and survivors of homicide. The program assisted (92) new clients during FY15. The majority of services

we provided include information gathering, advocacy, and crisis intervention, referrals to needed services, notifications, transportations, and criminal justice support.

This program has had a significant increase with new clients in the past year; in part, the management had been moved under Maehnowesekiyah Treatment Center, which had separated crime victims with law enforcement personnel, but has since moved back under the Tribal Police Chief supervision. The Menominee Tribal Police and Crime Victims staff works together in the best interest of clients who are served and referred to crime victims by Tribal Police Officers. The following graph illustrates the number of clients receiving assistance organized by specific crime type during fiscal year 2014-15.



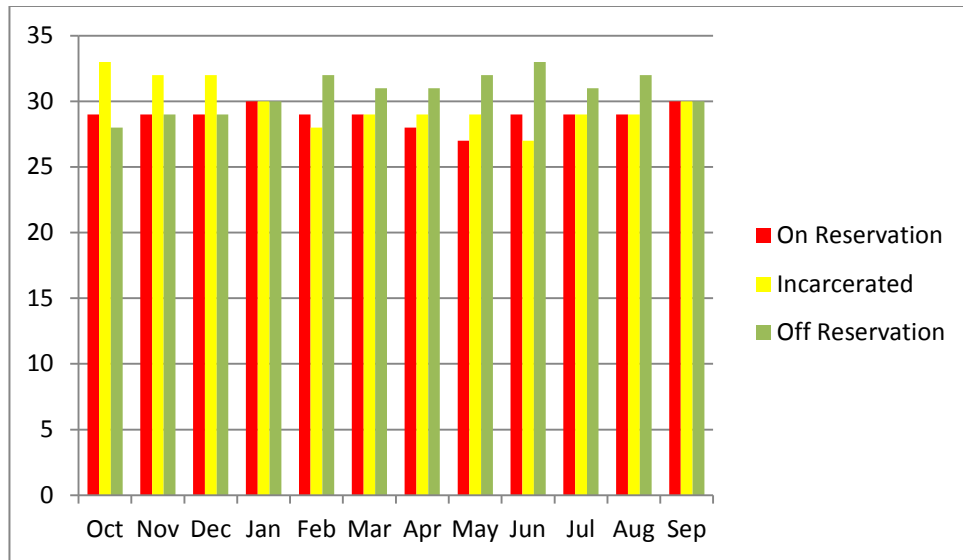
**SEX OFFENDER REGISTRY & NOTIFICATION PROGRAM:** The goal of the Sex Offender Registry and Notification program (SORN) is to provide registration to those individuals who have been found guilty of a sexual crime while providing community information and education about native sex offenders. In the last fiscal year, the SORN program received funding from a grant through the United States Department of Justice. The Sex Offender Registry Coordinator and Research Coordinator have federal funding through September 30th, 2016.

The Menominee Tribal Sex Offender Registry database is now interfaced and sharing information with the National Crime Information Center – National Sex Offender Registry database. Since 2014 the Menominee Tribe has been certified by the federal Sex Offender Sentencing Management Apprehending Registering and Tracking (SMART) Office as “Substantially Implementing” the Adam Walsh Act and has recertified each year since.

As of June 2014 the U.S. Department of Justice, Office of Justice Programs, Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART) has found that the Menominee Indian Tribe of Wisconsin has substantially implement Title I of the Adam Walsh Act, the Sex Offender Registration and Notification Act (SORNA). The Menominee Tribe has continued to meet the recertification criteria on a yearly basis since.

For fiscal year 2015 over 118 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 27.16 each month.

The SORN staff has worked with the Tribal and Federal Prosecutors Office to charge over 8 offenders with violations of Tribal, State and Federal Sex Offender Registry rules.



Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 529,735	\$ -	\$ 935,819	\$ 59,554	\$ -	\$1,525,108
Fringe Benefits	174,406	-	371,525	9,044	-	554,975
Travel (mileage)	2	-	879	96	-	977
Training (& related)	15,738	-	48,496	9,380	-	73,613
Equipment	-	-	-	5,826	-	5,826
Supplies (office & program)	12,853	-	48,527	22,890	-	84,271
Contractual	111,542	-	258,835	6,025	-	376,403
Utilities	368	-	737	-	-	1,105
Space Lease/Rental	-	-	-	-	-	-
Indirect Costs	77,759	-	153,985	9,843	-	241,587
Other Costs: (list below)	-	-	-	-	-	-
Other IDC	3,364	-	-	-	-	3,364
Insurance (Property/Vehicle)	3,359	-	32,650	-	-	36,009
Cell Phones	868	-	2,036	351	-	3,254
Equipment Maintenance	2,492	-	4,267	10,324	-	17,083
Minor Equipment	171	-	378	12,705	-	13,254
Vehicle Cost / Fuel	105	-	5,175	-	-	5,280
Program Activities	150	-	3,206	600	-	3,955
Medical Services	750	-	205	-	-	955
Postage, L&P Fees, Photocopies, Membership Fees & Dues	80	-	523	950	-	1,554
Direct Assistance / Public Information / Client Services	-	-	3,395	2,753	-	6,148
<b>Totals ►</b>	<b>\$ 933,742</b>	<b>\$ -</b>	<b>\$1,870,639</b>	<b>\$ 150,340</b>	<b>\$ -</b>	<b>\$2,954,721</b>
Fund/Totals Ratio:	31.60%	0.00%	63.31%	5.09%	N/A	

PROGRAM INCOME/REVENUE	FY2014 Fund Balance	FY2015 Amounts		
		Generated	Expended	Balance
Law Enforcement Fundraising (Shop w/a Cop, National Night Out)	\$ 135	\$ 1,945	\$ 2,908	\$ (963)
Other Law Enforcement: Report Fees, Restitution, Funeral Escort	35,126	2,079	-	2,079
<b>Totals</b>	<b>\$ 35,261</b>	<b>\$ 4,024</b>	<b>\$ 2,908</b>	<b>\$ 1,115</b>

## **L**egal Services

Lindzey Spice, Director

**DESCRIPTION OF THE DEPARTMENT:** The Department of Legal Services (“DLS” or “Department”) is currently comprised of following staff: Lindzey Spice, Director of Legal Services/Tribal Attorney; John Wilhelmi, Tribal Attorney (Gaming Emphasis); Toni Caldwell, Assistant Tribal Attorney; Danica Zawieja, Assistant Tribal Attorney and Guy Keshena, Legal Assistant.

The Department of Legal Services offices are located on the first floor of the main Tribal Office Building, on Tribal Office Loop Road in Keshena, Wisconsin.

**DESCRIPTION OF SERVICES:** DLS provides legal assistance to the Tribal Government and Tribal Programs funded by tribal, state and federal dollars. These legal services include attending and advising the Tribal Legislature and Tribal Committees in their regular and special meetings. The Department drafts ordinances, resolutions, and memorandum of agreements, contracts, and other legal documents for the Tribal Government and Tribal Legislative Committees. The Department represents the Tribal Government and the Tribal Programs in litigation in tribal, state and federal courts. Tribal programs are provided with legal assistance for their various programmatic legal needs.

The DLS provides legal services to the Tribal Government by attending all regular and special meetings of the Tribal Legislature and by attending meetings of the various Legislative Committees. In addition to providing legal advice to the Tribal Government at meetings, the Department drafts ordinances, resolutions, agreements, and provides both formal and informal written legal opinions for the Tribal Government.

The Department works closely with the Tribal Legislative Committees to draft and amend a variety of ordinances that are later considered by the Tribal Legislature for adoption. The vast majority of ordinances that were drafted or amended became Tribal law upon passage by the Tribal Legislature through the ordinance process.

The Department also spends considerable time providing professional legal services to the various Tribal programs in the form of legal advice, legal research, litigation, contract assistance and other legal work.

The Department also represents and/or defends the Menominee Tribe in civil lawsuits filed in Menominee Tribal and other courts. Representation in civil lawsuits includes filing legal documents necessary to commence a lawsuit, as well as filing answers and motions necessary to defend a lawsuit. Legal work differs depending whether the Menominee Tribe is the plaintiff or defendant. However, in either case, legal work may include writing legal briefs, and conducting discovery in anticipation of trial. While a civil trial is always anticipated, most civil matters are concluded during motion practice or by settlement.

In FY2015, the Department also began representation of select chartered entities of the Tribe. Those entities include: Wolf River Development Company (WRDC), Menominee Indian Gaming Authority (MIGA), Menominee Casino Resort (MCR), and Menominee Kenosha Gaming Authority (MKGA). The Department provides legal assistance and representation to these entities to meet the variety of legal needs of each entity.

### Department Budget Allocation for FY2015

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 190,323	\$ -	\$ 72,092	\$ -	\$ -	\$262,415
Fringe Benefits	59,513	-	21,243	-	-	80,756
Travel	1,690	-	508	-	-	2,198
Training	2,330	-	1,000	-	-	3,330
Supplies	3,087	-	689	-	-	3,776
Contractual	9,097	-	5,042	-	-	14,139
Space Lease/Rental	13,705	-	5,544	-	-	19,249
Indirect Costs	23,805	-	-	-	-	23,805
Other Costs: (list below)	-	-	-	-	-	-
Postage	385	-	113	-	-	498
Dues & Membership	4,120	-	1,384	-	-	5,504
Equipment Maintenance	245	-	-	-	-	245
Photocopies	20	-	-	-	-	20
<b>Totals ►</b>	<b>\$308,320</b>	<b>\$ -</b>	<b>\$107,615</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 415,935</b>
Fund/Totals Ratio:	74.13%	0.00%	25.87%	N/A	N/A	

The total budget allocation for the Department for FY2015 was \$415,935. Of this amount, the Department only spent \$304,633 in tribal funds and \$77,344 in federal (IDC –Indirect Cost) funds for a total of \$381,977. This left a total unspent amount of \$33,958, which went back to the Tribe’s general fund.

### Program Income and Revenue for FY2015

PROGRAM INCOME/REVENUE	FY2014 Fund Balance	FY2015 Amounts		
		Generated	Expended	Balance
Legal Services Provided to MIGA/MCR and WRDC	\$ -	\$ 33,500	\$ 33,500	-
<b>Totals</b>	-	<b>\$ 33,500</b>	<b>\$ 33,500</b>	-

DLS generated \$33,500 from MIGA/MCR and WRDC for providing legal services and representation to those entities in FY2015. These monies were used by the Department for salary, fringe benefits, and costs associated with providing services to these entities. However, the Department did have unspent funds from its overall budget which totaled \$33,958. That unspent amount went back to the Tribe’s general fund.

**COMMUNITY ENGAGEMENT EFFORTS:** In FY2015, the Department has taken the lead on coordinating Community Engagement Workgroup efforts to develop a comprehensive Menominee Tribal Children’s Code for adoption by the Menominee Tribal Legislature. The intent is to provide the Tribe with an updated and complete child protection code that will meet the needs of the Menominee community. The Department met with workgroup team members to identify gaps in services and processes and discussed solutions to address the concerns of the workgroup members. The Workgroup also identified items for inclusion in a tribal children’s code and prioritized these items in order of importance to workgroup members, with the highest priority given to development of a Grandparent’s Visitation Rights Ordinance. The Department drafted a Grandparent’s Rights Ordinance, which was revised by the Workgroup, and then forwarded to the legislative committee to begin the process for approval by the Menominee Tribal Legislature. Casey Family Programs is providing assistance to the Tribe in development of the children’s code. The Department expects to have a complete children’s code drafted and ready for presentation to the Menominee Tribal Legislature in the first half of FY2016.

**SERVICES TO BE PROVIDED IN FY2016:** The DLS intends to continue to provide a wide variety of legal services to the Tribal Government and to tribal programs and entities. The Department will continue work towards implementing



new procedures, technologies, and methods to increase the efficiency, speed and accuracy of all documents produced by the Department. It has been, and remains the Department's vision, to rely upon increased technology to reduce the amount of paper that is used within the office and the amount of paper materials relied for research. This has been done through increased reliance upon computer technology and the use of on-line materials and research services such as Westlaw. The Department continues to work on scanning old legal files and legal work product to build and develop searchable databases for employees in the department to use when researching legal issues. Decreased usage of paper and photocopying reduces the amount of paper wasted, chemical toners used, and waste disposal relied upon. This saves the Tribe money and helps the environment by reducing the waste of natural resources and the energy needed to produce the materials.

The Department is also working with the Legislature and tribal programs to strengthen existing ordinances, and develop new ordinances, regulations and procedures to affirm the sovereignty of the Menominee Indian Tribe. The Department will continue working on Community Engagement efforts and expects to complete a Menominee Tribal Children's Code in FY2016, which will meet the needs of the community while also ensuring the sovereignty of the Tribe.

**SERVICES PROVIDED TO GENERAL PUBLIC:** The Department also provides notary services to the general public, free of charge. The attorneys in the department are notary public officials, and are able to provide this service to tribal members, as well as tribal government officials and employees, at no cost.

## Lending & Tribal Tax

AnnMarie Johnson, Director

**Department Overview:** Annmarie Johnson, Director of Lending and Tribal Tax assumed the Directorship in August 3, 2015 upon the promotion of former Director Gregory Smith who is now the Tribal Finance Manager. The department consists of three employees: Michael Wescott, Assistant Loan Office, Lending/Tribal Tax Specialists, Roberta Reiter and Doris LaTender. The Lending and Tribal Tax Department is located at N559 Library Road behind the Culture Building in Keshena. The department is open 8:00 a.m. to 4:30 p.m. with the exception of designated tribal holidays. The Lending and Tribal Tax Department was consolidated in 2014.

The Tribal budget allocation for the Department in FY2015 was \$219,780 with expenses at \$193,466.16 underspending by \$26,313.84. These funds were returned to the Tribe's General Fund.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	92,987	-	\$ 41,128	\$ -	\$33,800	\$ 167,915
Fringe Benefits	29,270	-	17,898	-	14,187	61,355
Travel	840	-	-	-	2,563	3,403
Equipment	2,166	-	-	-	500	2,666
Supplies	6,500	-	-	-	1,500	8,000
Contractual	820	-	-	-	-	820
Space Lease/Rental	11,584	-	5,962	-	1,964	19,510
Indirect Costs	13,359	-	-	-	4,940	18,299
Other Costs: (list below)	-	-	-	-	-	-
Postage	1,460	-	-	-	140	1,600
Meeting & Related	500	-	-	-	200	700
Advertising	500	-	-	-	-	500
Contract Support Costs	-	-	5,927	-	-	5,927
<b>Totals ►</b>	<b>\$ 159,986</b>	<b>\$ -</b>	<b>\$ 70,915</b>	<b>\$ -</b>	<b>\$59,794</b>	<b>\$ 290,695</b>
Fund/Totals Ratio:	55.04%	0.00%	24.39%	N/A	20.57%	

The Tax Commission is responsible for assessing and collecting of Tribal taxes along with the filing of various State and Federal refunds. The majority of tax revenue is received from cigarette and tobacco with 82.31% (\$961,662.94) of the revenue from this current fiscal year. Cigarettes are taxed at \$13.25/carton and tobacco products (cigars, chewing tobacco, loose tobacco, etc.) are taxed at 40% of the manufacturer price. Deliveries of the products occur twice weekly on Monday and Thursday. As per an agreement with the State of Wisconsin, the Tax Commissioner files for and receives a refund of 70% of the State Cigarette Excise Tax (\$25.20/carton) and 50% of the State Tobacco Excise Tax (100% chewing tobacco and 71% other tobacco products of the manufacturer price). These refunds are done on a bi-monthly basis.

The remaining sources of the fiscal year revenues include:

Tax Assessed	Percent	Amount
Cigarette and Tobacco Tax	82.31%	\$903,476.37
Hotel Lodging Tax	7.48%	\$ 82,166.32
Federal Excise Gas Tax Refund	3.62%	\$ 39,747.04
Fireworks Tax	.03%	\$ 360.00
Construction Tax	.02%	\$ 27,780.14

The Hotel Lodging Tax which is collected on a monthly basis based on occupancy. The Federal Excise Gas Tax Refund which is a tax that is included in the price per gallon on gas purchased through various department vehicles. The Fireworks Tax is assessed on the local vendors. The Construction Tax is assessed on construction materials consumed by a commercial project.

The Menominee Loan Fund provides a means for eligible applicants to obtain financing for personal/emergency, Home Improvement, Home repayment and Business Revolving Loans as specified with authority delegated through its Plan of Operation. The Menominee Loan Fund issued 1,318 loans with a cumulative total of \$1,423,816.00 for the fiscal year. The department has a Loan Fund Committee that approves loans for HUD/CDBG, Revolving Business Loans. The Department reports to the Community Development Committee.

The Revolving Loan Fund is a loan program which offers business loans to Menominee tribal members or entities of the Tribe where the business is located on the Menominee Reservation. A Promissory Note was negotiated with one entity this year for \$550,000 and one business was refinanced for \$2,600.

The HUD/CDBG is a loan program intended for the repair, renovations or improvement of a Menominee Tribal Member. A total of 32 loans were issued for a collective amount of \$156,616. Applicants must show home ownership, home insurance along with quotes for which how the proceeds of the loan will be used. The maximum loan amount for this program is \$5,000.

The Emergency Fuel Fund was created with the purpose of assisting Menominee Tribal Members during the heating season from October to March. The EFF loans are available during this time or until the fund has been expended for the season. There were 168 loans issued for a total of \$83,300 for this fiscal year. The maximum loan for this program is \$500.

The Housing Down Payment Fund offers loans to Menominee Tribal Members who are in the process of purchasing a home. Three new loans were issued for a total of \$12,800 for the year.

In July 2014, a change was made where loans up to \$1,000 are administratively approved by the Director. All other loans are approved by the Loan Fund Committee for HUD/CDBG, Housing Down payment and Revolving Business Loans. The Department reports to the Community Development Committee.

Current goals are to revise current policies and procedures, perform analysis for extending credit to account holders based on credit history, implement financial literacy component and web page development.

The Lending and Tribal Tax Department participates in the Volunteer Income Tax Assistance (VITA) program for the community. In FY15, 550 tax returns were completed by staff and two volunteers: Carrie Waukau and Renee Mahkimetas. The department will continue being a participant in the VITA program for FY16.

# Licensing and Permits

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Diana Taubel, Director

**MISSION:** The Licensing and Permit Department provides service to Menominee people, residents and those doing business on the Menominee Indian Reservation. Our primary goal is to ensure that residents and businesses comply with licenses and permits as specified through Tribal Codes.

**GUIDING PRINCIPLES:** The Licensing and Permit Department is responsible for providing the public with permits and licenses to accommodate the needs that are required within each specific code. Licenses and permits issued by the department include: dog licenses; hunting and fishing licenses to descendants and spouses of Menominee Tribal members; ginseng licenses and bait dealer (minnowing) licenses to Tribal members, food handling permits for those selling or serving food on the Reservation; rafting, fireworks, cigarette/tobacco licenses, sanitation permits and construction permits to those conducting these specific businesses on the Reservation.

This fiscal year, the department created two new licenses/permits. One license is for Chapter 307 “Industrial Hemp” and the other is for Residential Dumping Permits. The dumping permit allows non-Tribal residents’ access to the Keshena Transfer Site for an annual fee of \$180.00.

The department issues various ID cards, such as Tribal, Descendant, Spouse and Tribal Employee IDs as well as gas cards for Tribal departments.

The department registers and renews vehicles for those residents who live within the exterior boundaries of the Reservation. The department also registers All-Terrain Vehicles (ATVs) which include utility-type vehicles (UTVs), golf carts, snowmobiles, etc.

The department issues Boat Landing stickers to members of the LaMotte Lake Property Owners Association per the agreement between the Tribe and the Association for use of the formerly owned George Pamonicutt boat landing. All revenue generated from the stickers goes toward the cost to purchase stickers, administrative costs for sales and distribution of the stickers as well as fishery enhancement of LaMotte Lake.

**ADMINISTRATIVE TASKS:** The Licensing and Permit department is funded with 100% Tribal funds and is staffed with a full-time director and one full-time Administrative Assistant.

The revenue generated by the department in Fiscal Year 2015 is approximately \$217,292.00. The department was approximately \$12,421.00 **over** our projected revenue.

Although I originally requested \$151,608.00 for this fiscal year, the department was only allocated \$142,114.00. Expenditures for FY15 totaled approximately \$158,414.00 which is approximately \$16,522.00 **over** our expense projection. The department continues to follow the cost containment measures implemented in 2009 although we did have an unexpected expense when our ID printer needed repairs which cost over \$800.00.

The department spent a Saturday working at the Keshena Animal Help and Rescue Dog Clinic held at the Department of Transit Services this spring. We registered 95 dogs and collected \$353.00 in revenue. Please be advised, all dogs over three months old must be licensed.

This is the third year the department has issued Ginseng Licenses and we had a record number of 169 licenses issued.

The department, along with the Enrollment Department, continued to go to the Milwaukee Area Tribal Office, located at 1711 South 11th Street, Milwaukee. This fiscal year, there were only 11 visitors from October 2014 – September 2015, compared to 38 from last fiscal year. Due to budget constraints, the office was closed in September and will not be open in FY16.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 89,901	\$ -	\$ -	\$ -	\$ -	\$ 89,901
Fringe Benefits	41,174	-	-	-	-	41,174
Supplies	2,198	-	-	-	-	2,198
Space Lease/Rental	5,490	-	-	-	-	5,490
Indirect Costs	12,768	-	-	-	-	12,768
Other Costs: (list below)	-	-	-	-	-	-
Postage	1,213	-	-	-	-	1,213
Resale & Material	5,647	-	-	-	-	5,647
Mileage	24	-	-	-	-	24
<b>Totals ►</b>	<b>\$ 158,415</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 158,415</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
			-	\$217,292	\$158,414	\$ 58,878
<b>Totals</b>			-	<b>\$217,292</b>	<b>\$158,414</b>	<b>\$ 58,878</b>

## Maehnowesekiyah Wellness Center

Pilar Gauthier, Director

**MISSION:** *To provide culturally specific alcohol, drug, mental health, adolescent, domestic violence treatment, education and support services for Native Americans and their families. To be responsive to community needs by providing a comprehensive continuum of AODA and other support services. To promote positive relationships between Maehnowesekiyah Wellness Center, Resource providers, and the Community.*

**VISION:** *To serve as a resource for our community by providing services that encourages a health family lifestyle; respect and preserve tribal values, and instill hope for the future, thereby eliminating violence, ending school and drug related deaths and problems.*

**FY2015 IN A NUTSHELL:** This has been an incredibly challenging year for the wellness center. We experienced significant change, including in leadership which went from a past Director leaving in December, to an interim Director and finally a new hire in April. Pilar Gauthier brought a new perspective as to what trauma-informed and quality services are for the Menominee community. She set to work immediately to identify where change was needed and how to fix it.

As an agency, our biggest challenge was to make the community believe in us again. This meant a lot of internal restructuring; policy reform, a shift in how we implement person-centered services and interact with our community, and all while keeping our community's struggles at the forefront of all we do. Over the spring and summer, Administration studied the state's Medicaid program and found areas in which our agency was missing out on a significant amount of billable income. We addressed client services by making it easier for people to schedule appointments and get in with a counselor quicker. We studied case examples of clients who dropped out of our residential program and learned that we needed to update our policies and create a Quality Assurance process to track how effective our program is, and to what extent do we impact recovery and sobriety. We learned of more opportunities to collaborate with programs throughout the Tribe, and how to create services that support entire families, including family members with loved ones suffering from addictions. We required all professional staff to attain and keep updated licenses and credentials and thus, are generating more billings and raising the professional standards overall. We restructured and made the most out of our grants which resulted in creating 5 new positions, including a start towards a fully functioning wraparound program (more about this later).

As we move on from the challenges of previous years and into a new era of person-centeredness we find our clients feeling more positively about their own health and wellness. We especially want to move away from the idea that those referred to “Maehnow” are “abusers and addicts” but they are rather, individuals who need help. Oftentimes, Maehnowesekiyah is their first chance at understanding what help can look like.

**GENERAL OVERVIEW OF DEPARTMENTS WITHIN OUR AGENCY: 6 departments, 41 total employees/positions, 26 total grants and contracts. Core client-base: Menominee Indian Tribe of WI.**

**Administration** consists of one Records Technician (Mequon Frechette), one Accounts/Record Coordinator (Natasha Tomow, BA), one Supportive Services Clerk (Bryan Waukau, BS); the Assistant Director (Darla Dick, over 10 years’ Financial experience) who oversees the day to day function of administration staff and the organization in the absence of the Director, and one Director (Pilar Gauthier, MS) who is responsible for the overall vision and sustainability of the Wellness Center. The purpose of the administration staff is to ensure timely billing and filing of records and services, as well as uphold the highest standards of confidentiality in terms of record-keeping. This department is primarily funded by our contract through Indian Health Services (IHS), which we update on a yearly basis.

The administration team ensures the easiest admissions process Maehnowesekiyah has had in years. The new call-in registration process has been a highlight this year and we have heard numerous positive comments from community members who express their appreciation in how quickly they are registered and scheduled for an assessment. This team stands out in their ability to answer “yes” or “I’ll find the answer” to community members.

**Facilities and maintenance** consists of one Office Manager (Tabitha Helsinger) who oversees the entire Facilities and kitchen staff, one Lead Facilities Technician (Rodney Lyons Jr., certified Heating & Cooling Technician, over 20 years’ experience), one Lead Cook (Ashley Madosh, Certified Food Handler), one Receptionist (Cheryl Jacobs, over 10 years’ experience), one full-time Transporter/Housekeeper (Lisa Kelley), one part-time cook (Laura Doud, Certified Food Handler). This department serves several functions including: ensuring the cleanliness and upkeep of the entire three-building facility, providing healthy and home-style meals to residents and the Head Start program, as well as assist community members and clients in a variety of ways. This department is funded by our IHS and Head Start contracts.

This team keeps our agency moving, they ensure clients and community members have a positive and inviting experience. They are all willing to assist one another and also volunteer for programs throughout the center by assisting in event planning, transporting clients, among numerous other obligations. They have an upbeat energy and are open to change, especially as it pertains to client wellbeing.

**PREVENTION PROGRAM:** The Prevention Program is made up of one Cultural and Healthy Lifestyles Coordinator (Mary Webster, over 15 years’ experience), a Prevention Worker (Connie Chevalier, BS), a Strategic Prevention Coordinator (Ron Bowan Jr.), a Coordinated Services Team (CST) Coordinator (Erica Hawpetoss), and a Prevention Supervisor (Mark Fuller). All members in the Prevention team are primarily grant-funded under Family and Child-based state and federal sources.

The Prevention Team provides a number of services, including school-based Alcohol, and Other Drug & Tobacco Abuse (AODTA) curriculum throughout MISD and the Tribal School, Positive Indian Parenting curriculum, Winter Roundhouse, Sober 49, Sobriety Powwow, Sturgeon Feast, and although it was not operational this past summer, the Teaching Lodge will make its return this summer, finally, they provide monthly Parenting Support Groups and support numerous other sober community events. They also work closely with our Co-ed Residential clients by providing Positive Indian Parenting classes and a healthy living group which gives clients an opportunity to get to know their culture by interacting with elders and learning about spirituality. This, for many, is the first opportunity to get to know their culture.

**TREATMENT PLAN:** The Treatment consists of one contracted Psychiatrist (Dr. Frederick Will), four Substance Abuse Counselors (Annette LaTender, Bruce Wilber, Jennifer Metoxen, Natalie Cornelius) one Adolescent Counselor (Elizabeth Kelley), one Treatment Supervisor (Mark Fuller, MSW-Mark took over in leave of Jim Franson, MSW), one certified Mental Health therapist (David Block, MSW), two Batterers Intervention providers (Jeff Langlois, MSC, Laura Lingle, MA), one intern Mental Health Counselor (Brandon Waupekenay, MS) and one registered nurse (Jenny Lidbury, RN). The treatment team is funded under a combination of federal and state grant sources.

The Treatment team offers intensive day treatment to up to 16 clients (8 males/8 females) in our Co-ed Residential program, intensive outpatient treatment and an aftercare program. While they specialize in alcohol addiction, they are

growing in their ability to understand and treat opioid, synthetic marijuana, heroin, and methamphetamine addiction. They give multiple assessments per week and also assist with our on-going urinalysis and breathalyzer testing. This team works very hard on a daily basis, carrying a demanding caseload and keeping up with the substance needs in our community.

The Batterers Intervention Program specializes in treating individuals referred for treatment specific to domestic violence and offer multiple groups and individuals sessions throughout the week. This program accepts voluntary and mandated referrals for individuals with identified patterns of abusive behavior. A highlight of this program offers free lifetime aftercare support for clients who continue to maintain a violence-free lifestyle. Counselors attempt to provide on-going contact and support to victims of DV, including referring to local shelters and crisis supports, and updating on progress for the individuals involved in counseling. Our Batterers program is the only existing DV treatment in the region.

Our nurse is a newly hired position who manages the overall medication and basic healthcare of our residential clients, she is also working to improve on our UA testing to ensure we are able to meet the demand of our contracted services (through Human Resources, MTE, TANF, & Wellness Court) by also ensuring kits that can test for synthetic marijuana and other substance. She is also training to become a Sexual Assault Nurse Examiner. We currently have minimal resources in this area and rely on Shawano Hospital, Green Bay and beyond for youth victims.

**Co-Ed RESIDENTIAL PROGRAM:** Our Co-Ed Residential Program oversees the afterhours living experiences for our clients in the 30-day inpatient program. Staff include: one Program Manager (Lyle Tucker, 24 years' experience), four House Aides (Bernadette Tepiew, Barb Tepiew, Michele Reed, and Terri Webster) who share swing and third shifts at our residential house. All but one federally funded position are covered through our Tribal budget.

All team members in this program receive two months' worth of intensive training that enables them to understand the interpersonal dynamics of individuals with severe addictions. They require strong skills in keeping boundaries and supporting clients in their day to day struggles and path to recovery. They work closely with the Treatment Team to ensure direct communication on the challenges and successes for each client. The residential team also assists in organizing family gatherings and sober/culturally based field trips. Overall, this is a committed and motivated team with strong skills in one of our core programs in the agency.

**DOMESTIC VIOLENCE/SEXUAL ASSAULT CRISIS SHELTER:** Our shelter, Oskēh-Wāēpeqtah (A new beginning) consists of one Program Manager (Kim Hoffman, over 10 years' experience), one Domestic Violence Counselor (Ronnann Guzman) and five Shelter Advocates (Lacy Kaquatosh, Kathleen Boyd, Marilyn Madosh, Melinda Davis and Candace Leaman). The DV shelter is 100% grant funded through state and federal sources.

The DV Shelter receives referrals and walk-ins for general crisis response on a 24-hour basis. They provide triage support for victims and children of domestic violence and sexual abuse, including advocacy within the justice system, support in seeking medical services, and referring to appropriate programs which are a part of a comprehensive case management system to transition families into independent and safe living environments. Staff receives intensive training on the dynamics and response to domestic violence through on-going supervision and attending conferences. The Shelter team worked closely together through staffing meetings to make decisions about clients for deciding appropriate outreach services and eliminating barriers. The Shelter partners with several community agencies on programs including; *National Crime Victims' Rights Week*, facilitating weekly women's support groups, on-going school-based healthy dating education to youth, outreach at the General Council meeting, Aprils *Dance Back the Night* with Safe Haven in Shawano, and a 1st Annual *Teen Summit* in March. The shelter sees some of the most difficult cases in our community and nonetheless, is dedicated and eager for what the coming year brings.

**FY15 AGENCY SUCCESSES:** This past spring and summer proved especially busy for the treatment and residential teams as they persevered in managing higher caseloads than usual. For the first time in over a decade, we saw not only a full house in the residential program, but also created our first waitlist ever! Referrals from within the community as well as from Tribes around the state dramatically increased as more professionals learned about our programs.

All staff pitched in to rally for the agency and continue to do so with a new higher average of overall client-base. Counselors were given an opportunity to get out and engage with our youth and even committed at least two full days to each Culture Camps held over the summer! Our Prevention team committed well over 40 hours a week to each camp! We heard positive feedback from the Culture Camp organizers and elders who said they would have otherwise burnt themselves out keeping up with the high energies and excitement of the youth campers. Culture Camp was a wonderful

experience for our agency. As the wellness center, it is so important to witness the amazing work being done by our cultural experts in the community but also the *cultural* healing occurring especially among youth and their families.

In June, we brought in a nationally recognized training that was offered Tribal-wide entitled “*Wraparound in Indian Country-The ways of the people are who we are.*” Sandra Bercier, a member of the Turtle Mountain Tribe of Minnesota, spent four days with providers to train us in an effective and culturally appropriate way to tie in families and elders to the recovery process. Wraparound will also allow service providers to *slow down* and let families work on ONE THING AT TIME. Creating a wraparound program is one of our priority areas in the coming year and we look forward to bringing this training back in the near future.

We have initiated a new hiring process which includes questions that let us know if potential employees are passionate about wellness and healing, innately compassionate towards our community, and motivated to commit themselves to being a part of a trauma-informed team. We are also training staff on the clinical perspectives of Trauma-informed care, and this is possible because we have multiple graduate-level trained staff in-house who also understands the underlying impact of trauma as it relates to addiction and recovery.

As stated above, we have begun sweeping changes in policies, including creating a call-in option for our registration process. In addition, we prioritized getting individuals in need of a crisis bed to our Diversion Center, a one-bed option for those who are need a safe place to organize their lives. We prioritize in getting individuals in for our inpatient program, which is why we were able to see a full-house in our 16-bed residence.

We aggressively seek funding through Medicaid, grants, and other insurance sources so individuals can focus on getting entered in services. We also implemented an atmosphere that started by never turning anyone away. Over time, staff expressed they found themselves “fighting for” clients in need of our services rather than an old-school clients need to be “accountable” outlook, which is important especially for those who have no reliable family support, transportation, or insurance.

We have strengthened and renewed relationships with programs across the tribe and state. We have worked closely with the Tribal Courts to benefit our clients facing criminal charges. We continue our work with the Youth Development & Outreach, MISD, Fostering Futures, Maehnow Pematessen, and Tribal School as we strengthen our education to youth and families about the latest facts on substance abuse trends in our community. We continue our partnership with Menominee County Social Services, through several programs including CST (youth/family wraparound) and crisis services. We have also streamlined the process for Veterans in need of services through direct communication with the County’s Veterans Service Office.

We provided multiple donations throughout the year including: approximately \$3000 in promotional supplies to the local Veterans Service Office, including, pens, t-shirts, brochures, and lanyards, which the Director stated he was never before able to afford. We provided over \$9000 in supplies, as well as several home-style meals, and hundreds of dollars in staff hours to the Culture Camps. We donated \$1000 to the Wellbriety Men’s group for their annual Recovery on the Lake event.

The Director participated in a national roundtable on Trauma informed care as well as wrote a comprehensive draft policy for Indian Health Services to become trauma informed. As a result, she was invited to a historical meeting at Washington D.C. which brought together senior officials from the Department of Labor, Veterans Affairs, and Office of Disabilities on the sciences and social sciences discoveries regarding Trauma. Her insight on this topic contributed to a movement for national legislation asking for Trauma-Informed Care reform across all federal departments. She was also asked to assist in creating a handbook for building a trauma informed community, which will be the standard for other community's to start their own trauma informed programs.

September was Recovery Month; our agency hosted an awareness walk through Middle Village and ended with a BBQ and dance.

**WHAT’S NEXT?** The transformation will continue. We plan on further streamlining access to our services by updating our assessment process, especially to decrease the amount of time spent in session. Our biggest challenges will include decreasing our reliance on grant sources (currently hold 25 grants) and move towards reimbursement services with an intention to increase overall sustainability and revenue. We want to strengthen our mental health services and create a plan especially for providing long-term support to veterans in our community. We are researching electronic databases



which will cut down on time-spent paper reporting and filing. Finally, we will roll-out our Quality Assurance process to track how well we are doing for clients *throughout* their time in our programs, to make sure we are giving the best we have to offer.

We will continue to cultivate our team towards providing trauma-informed services in our day to day practice. We will strive to stay ahead of the drug trends and continue to be a readily available resource to meet the substance abuse and crisis needs for our community. Most importantly, we want to convey our commitment to families through understanding, compassion, and non-judgmental services.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	<b>\$149,282</b>	<b>\$184,987</b>	\$ 276,576	\$ 708,057	\$ -	<b>\$1,318,902</b>
Fringe Benefits	<b>75,441</b>	<b>99,849</b>	121,270	445,536	-	<b>742,096</b>
Training	<b>6,674</b>	<b>1,612</b>	16,319	18,074	-	<b>42,679</b>
Supplies	<b>5,309</b>	<b>15,872</b>	31,106	32,999	-	<b>85,286</b>
Contractual	-	-	13,000	-	-	<b>13,000</b>
Utilities	<b>314</b>	<b>50,957</b>	19,079	-	-	<b>70,350</b>
Space Lease/Rental	-	-	6,000	31,566	21,437	<b>59,003</b>
Indirect Costs	<b>32,304</b>	<b>28,325</b>	44,446	75,234	-	<b>180,309</b>
Other Costs: (list below)	-	-	-	-	-	-
Vehicle/Property Ins.	-	<b>6,371</b>	-	-	-	<b>6,371</b>
Program Activities/Misc.	-	<b>1,800</b>	-	130,000	-	<b>131,800</b>
Food Supplies	-	-	18,753	-	-	<b>18,753</b>
Leasing Fees	-	-	5,686	-	-	<b>5,686</b>
Building Maintenance	-	-	33,579	-	-	<b>33,579</b>
Resident/Other	-	-	59,948	-	-	<b>59,948</b>
Vehicle Costs	-	-	-	5,600	-	<b>5,600</b>
Food Service	-	-	-	-	78,192	<b>78,192</b>
<b>Totals ►</b>	<b>\$269,324</b>	<b>\$389,773</b>	<b>\$645,762</b>	<b>\$1,447,066</b>	<b>\$99,629</b>	<b>\$2,851,554</b>
Fund/Totals Ratio:	9.44%	13.67%	22.65%	50.75%	3.49%	
<b>PROGRAM INCOME/REVENUE</b>			<b>FY2014 Fund Balance</b>	<b>FY2015 Amounts</b>		
				<b>Generated</b>	<b>Expended</b>	<b>Balance</b>
Revenue			\$ -	\$ 419,999	\$339,357	\$ 80,642
<b>Totals</b>			-	<b>\$ 419,999</b>	<b>\$339,357</b>	<b>\$ 80,642</b>

## Maintenance

Roger Corn, Director

Tribal Maintenance Department is accountable for the preservation and upkeep of tribal building structures and grounds. Assist all tribal departments with operational and maintenance problems. Provide labor and tools to complete tribal deficiencies.

**DEPARTMENT OVERVIEW:** Maintenance staff includes a director, office manager, receptionist, inventory clerk, 1 technician, two general maintenance workers and seven part-time housekeepers.

Funding of maintenance operations budgets are obtained from Tribal Funds and Space Rent. The Maintenance Department keeps expenditures as minimal as possible to operate the building.

Buildings with space rent are; Tribal Office, Gordon Dickie, Program Attorney, Menominee Language Culture Commission (MLCC) Menominee Lending & Tax and Recreation.

Operation activities include janitorial services, utility system expenses, refuse disposal, fire protection systems, pest control, personnel, equipment, security and supplies.

Maintenance will be used to conduct preventive, routine and unscheduled repairs of equipment, utility systems and structure. This will prolong the building assets.

Maintenance also provides services to other departments upon request; Historic Preservation, Tribal School, CBRF, Maehnowesekiyah, Head Start, Daycare, Conservation, Food Distribution, Community Development, Zoar Ceremonial, Zoar Community Center, South Branch Community Center, Transit, Police Storage Center, Boxing Club, South Branch Church, Floring Property, Mawaw-cesenyah, Woodland Youth, Neopit Head Start, Community Resource Center, Clinic, Environmental Services, Gaming Commission, Housing, Menominee Language Culture Commission, College of the Menominee Nation, Casino, Pow-wow Committee, Law Enforcement Center, Tribal Courts, Lending & Tax and Tribal Utilities.

The department utilizes software programs to monitor and schedule work requests and material inventory. Another database system is used to track facility routine and preventative maintenance work.

Trainings for the department include; MITW Personnel Policies and Procedures, Electrical Safety, Safety Manual for Tribal Facilities, Fire Extinguishers, Adult and Pediatric First Aid/CPR/AED, Hazmat Awareness, Severe Weather, Tornado Preparedness GHS.

Listed below are the highlights and major repairs of the building;

**HEADQUARTERS:** Pine, maple, and oak trees removed for safety and security. Replaced cracked boiler section. Added five security cameras. Replaced condensate pumps. Exterior door card access installed. Lock down buttons installed. Carpet replaced in Administration office. Thermostatic motor linkage valve installed. Steam convector repaired. Carpet replaced in Wolf River Development office. New thermostat installed in Board Room. New security magnet added to west entrance door.

**GORDAN DICKIE CENTER (FIC):** Furnace board, high limits, pressure switch and broken wires repaired on heating system. Trees trimmed on south side for safety and security.

**LEGAL SERVICES BUILDING:** This building has been used for exercise. There have been no upgrades for this fiscal year.

**MENOMINEE LANGUAGE & CULTURE COMMISSION (MLCC):** New security cameras ordered and will be installed by the IT department. Window replacement, Installed ADA automatic door openers, and Security head replacement.

**RECREATION CENTER (Menikemakat Wikamek):** Three new furnaces with condensing coils installed. Occupancy sensors added to bathroom fans and outside air dampers. 12 inch fresh air damper installed for exercise room. Roof repair on entrance foyer, burner assembly for outside AHU replaced, arm and disarm reader installed on security box. New access control added to front door. New motor added to kitchen exhaust.

**NEOPIT HEAD START:** Building inventory removed. Join in the efforts of MTE, Boys & Girls Club and Tribal Maintenance to enhance the property's playground area.

**WARREN PROPERTY:** Complete disposal of all unwanted inventory. Enclosed open walls on damaged garage. Building roof removed.

**ANNUAL COSTS:** 2015 Maintenance budget is divided into two categories; Tribal includes the cost to operate Head Quarters, Gordon Dickie, Program Attorney's, MLCC, Recreation and L&T. IDC represents In Direct Costs.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	IDC	TOTALS
Personnel Costs	\$ 152,768	\$ -	\$ -	\$ -	\$188,599	\$ 341,367
Fringe Benefits	75,673	-	-	-	89,194	164,867

Travel	-	-	-	-	533	<b>533</b>
Training	-	-	-	-	27	<b>27</b>
Program Supplies	<b>10,989</b>	-	-	-	1,000	<b>11,989</b>
Office Supplies	-	-	-	-	1,871	<b>1871</b>
Contractual	<b>10,865</b>	-	-	-	190	<b>11,055</b>
Utilities	<b>118,110</b>	-	-	-	2,789	<b>120,899</b>
Space Lease/Rental	<b>444,037</b>	-	-	-	8,746	<b>452,783</b>
Indirect Costs	-	-	-	-	-	-
Other Costs: (list below)	-	-	-	-	-	-
Postage	-	-	-	-	1	<b>1</b>
License & Permits	-	-	-	-	28	<b>28</b>
Minor Equipment	<b>5,821</b>	-	-	-	500	<b>6,321</b>
Vehicle Fuel	<b>167</b>	-	-	-	550	<b>717</b>
Vehicle Lease	-	-	-	-	12,976	<b>12,976</b>
Property Insurance	<b>12,049</b>	-	-	-	667	<b>12,716</b>
Vehicle Insurance	-	-	-	-	2,949	<b>2,949</b>
Building Maintenance	<b>73,833</b>	-	-	-	2,311	<b>76,144</b>
Equipment Maintenance	<b>12,120</b>	-	-	-	385	<b>12,505</b>
<b>Totals ►</b>	<b>\$ 916,432</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$313,316</b>	<b>\$1,229,748</b>
Fund/Totals Ratio:	74.52%	0.00%	N/A	N/A	25.48%	

#### **EXTRA SERVICES:**

- Sturgeon Guard volunteers with Conservation Department.
- Cultural initiative with Historic Preservation; Sturgeon Feast & Sturgeon Pow-Wow, Lumberjack breakfast, Culture camps, Tribal Repatriation. Wild rice gathering, maple syrup camp with Mawa-ceseniyah. Annual Pow-wow assistance, with 24 hour on call help
- Assist with lawn mowing and snow plowing for other departments
- Walked to Madison in support of the Tribes proposal for off reservation gaming, slept on floors, drove support vehicles, walked in sub-arctic weather, and returned all walkers safely back home
- Repair Boys and Girls Club ceiling and stove
- Community Engagement work plans gives Maintenance a chance to partner with others to enhance group plans; Which includes 90 day plan on Suicide Prevention, Culture Component, Campaign for Healthy Lifestyles, Menominee Wellness Initiative and Vacant Properties committee
- Office manager is enlisted in Menominee Leadership Academy (MLA)

## **Menominee Nation News**

Devan Erdmann, Director

**MISSION STATEMENT:** To become the leading provider in disseminating pertinent information that may affect our tribal membership, whether it is environmentally, economically, or socially. In addition, local news coverage of social events that take place with elders and youth in our community are focused on, on a regular basis.

**BACKGROUND INFORMATION:** The news department was established in 1976 and was known as Menominee Tribal News. It began as a monthly publication. In January 1989 it went from a monthly publication to a bi-monthly publication.

Twenty-four issues are published a year. This affords us the opportunity to make the news more current to our readers and better serve our community members. In 1997, the newspapers' name was changed to Menominee Nation News. In September of 1997, the department modernized the layout process by way of computer. Prior to this, the newspaper was produced via paste-up.

It has been the goal of the Menominee Nation News (M.N.N.) to publish a bi-monthly paper to inform tribal members of any changes and updates within our community. It has also been the goal of the Menominee Nation News to service Tribal Government by assisting in publishing all relevant public information. The reporters at Menominee Nation News are always available for news coverage at request for community related events. If for any reason coverage cannot be provided, they follow up with the coordinator of the event, or suggest that they take some pictures and submit information on the event, to provide some coverage in the Menominee Nation News. We are not informed many times of some of the events or situations that occur.

**LOCATION:** The Menominee Nation News office is located on the first floor of the Gordon Dickie (Family Investment Center) Building in Keshena.

**DEPARTMENTAL STAFF:** We have had a few position/status changes within the department this year. At the start of fiscal year 2015 Menominee Nation News employed five (5) employees: One (1) Director/Editor, one (1) Layout/Design Technician, two (2) Reporters (1 Full-Time, 1 Part-Time), and one (1) Part-Time Secretary position. Upon separation of the Layout Design Technician, review of positions took place and the part-time reporter position was changed to full-time effective October 6, 2014. The vacant design position was changed to part-time. Because the department was facing some difficulties in filling the position, we worked with the HR department on combining two part-time positions (Design and secretary) in our department into one full-time position. The position was renamed Administrative Design Assistant, responsible for secretarial duties and layout of the newspaper, effective January 6, 2015. The Director has also taken on more of the Layout/Design duties. The lengths of employment for employees who were employed in FY15 are as follows: Devan Erdmann, Director/Editor, (2/19/99-present); Steven Price, Layout/Design Technician, (09/24/01-10/17/14); Christopher Anderson, Full-Time Reporter, (8/13/07-present); Patrick Delabrué, Part-Time Reporter (4/23/12-10/5/14) Full-Time Reporter (10/6/14-present); Sheena Dodge, Part-Time Secretary, (08/29/12-1/5/15) Administrative Design Assistant (1/6/15-present).

**ANNUAL BUDGET:** The Menominee Nation News is 100% tribally funded. The department was awarded \$272,033 for fiscal year 2015. The departments' actual expenses for fiscal year 2015 amounted to \$269,081.57. This is a total savings of \$2,951.43 for the year.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$139,440	\$ -	\$ -	\$ -	\$ -	\$139,440
Fringe Benefits	67,307	-	-	-	-	67,307
Travel	2,400	-	-	-	-	2,400
Postage	7,123	-	-	-	-	7,123
Equipment	9,893	-	-	-	-	9,893
Supplies	1,258	-	-	-	-	1,258
Contractual	12,000	-	-	-	-	12,000
Space Lease/Rental	9,876	-	-	-	-	9,876
Indirect Costs	22,736	-	-	-	-	22,736
<b>Totals ►</b>	<b>\$272,033</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$272,033</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

**REVENUE:** The three (3) main areas where revenue is generated include subscriptions, sales, and advertising. We also have one (1) miscellaneous or other line item where we generate a much smaller amount of revenue via NSF checks,

postage and photos. The annual income goal for FY 2015 was set at \$50,118. The total amount generated was \$59,347. As per an income statement dated October 7, 2015, a total of \$53,214.29 was received with another \$6,133.34 due.

PROGRAM INCOME/REVENUE	FY2014 Fund Balance	FY2015 Amounts		
		Generated	Expended	Balance
Subscriptions	\$7,177	\$6,786	\$ -	\$6,786
Non-Subscription Sales	13,490	12,123	-	12,123
Advertising	37,088	40,624	-	40,624
Other	86	65	-	65
Prior Year Tribal News	-	(251)	-	(251)
<b>Totals</b>	<b>\$57,841</b>	<b>\$59,347</b>	<b>-</b>	<b>\$59,347</b>

*Please note: The department does not keep the generated revenue. It is deposited in the Tribe's general fund.*

**SUBSCRIPTION:** The annual subscription rate is \$32.00 3<sup>rd</sup> class and \$42.00 1<sup>st</sup> class. To accommodate customers who cannot meet the expense of the yearly rates, we also offer quarterly rates for each class. There is a 1<sup>st</sup> class requirement for subscribers who are incarcerated in a correctional facility. This ensures that inmates receive their subscription.

**NON-SUBSCRIPTION SALES:** As of October 2015 we have a total of twenty-three (23) distribution sites. This includes eight (8) sites in Keshena with one (1) being a complimentary site for the Elders, three (3) sites in Neopit/Middle Village with one (1) being complimentary sites for the Elders, one (1) site in Gresham, two (2) sites in Bowler, and nine (9) sites in Shawano. The cost for a paper is \$1.00, and each distribution site gets \$0.10 for each copy sold.

**ADVERTISING:** Display advertising is sold at \$5.50 per column inch. Discounts are offered for pre-paid annual and monthly accounts to increase the number of regular advertisers currently listed and in an effort to decrease the number of past-due accounts. We also offer discounts to customers who advertise in four (4) or more consecutive issues. The discount offers apply to ad sizes and does not include color. The majority of our customers prefer to be billed on a monthly basis; however individuals must pay in advance. As an added incentive to the tribal programs, we offer a 15% discount for advertising, provided the material is submitted by the established deadline. We still have some departments and businesses that insist on submitting advertisements late and free of charge by submitting information as articles.

**OTHER:** We offer our customers the option of paying an extra \$0.50 if they prefer to have their personal photos (happy ads, memorials, etc.) used for publication mailed back to them. We also offer customers the opportunity to purchase digital files of the photos published in the paper, taken by Menominee Nation News. The cost is \$1.00 each. We also receive money for NSF checks that are returned.

The Menominee Nation News department operates and provides the same services continually. As a newspaper, we really have only a few focuses: provide timely and accurate information to the public, and as a department for the Menominee Indian Tribe, generate revenue. Our goals, objectives, projects and initiatives remain the same on an on-going basis.

Although we met and exceeded our revenue projection, even with the price increases there have been challenges. Despite the fact that we are a tribal newspaper and our target audience is our tribal members, we are not immune to the changes the industry is facing. Newsstand sales continued an industry- wide decline and we lost some subscribers. There was a slight increase in print advertising compared to the previous year. That may be due to the price increases.

Digital forms of mass communication now drive the world and Menominee Nation News will have to keep pace with the changing times to continue to be successful. It has been a goal to establish a digital format of the paper and offer online subscriptions, which may allow for easier access to information provided in the newspaper. As businesses move money to digital marketing, we also hope to offer online advertising as well. The department has made many attempts at getting a website and that has not come to fruition as of yet. We will continue to explore these possibilities in the upcoming year. In the meantime, Menominee Nation News can now be found on Facebook, an online social media tool used by many businesses.

# Operation of Tribal Government

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Gary Besaw, Tribal Chairman

The Chairperson's Office is the face of the Tribal Legislature and serves as the liaison between the Menominee people and Tribal Government. In addition, the Chair's Office is also responsible for maintaining the Tribe's relationships with other Tribal Governments, local, State and the Federal governments. Our mission is to serve and provide direct support to the Tribal Legislature, Legislative Committees, Commissions, Taskforces, and the Menominee membership.

The Chair's office functions as the hub of communications between the Tribe's government, to include the Executive and Legislative branches with the following partners:

1. Internally, to facilitate communication to our membership, governmental agencies, and other Tribal entities, such as the College of the Menominee Nation and Menominee Tribal Enterprises (MTE);
2. Externally, between Tribal Government and the Federal Government (Executive and Legislative branches), State of Wisconsin (Executive and Legislative Branches), Other Tribes, and local County and Municipal governments and agencies.

Last year our Off-Reservation Land-to-Trust Application for Gaming at the Dairyland Property in Kenosha, Wisconsin was denied by Wisconsin's Governor, Scott Walker. While this dealt a blow to our Tribe, we stood strong. This response was not acceptable to our people. As a result, the Legislature organized the Menominee March to Madison in February 2015. Additionally, the Legislature provided funding and other support for our leaders, tribal members, including our elders and youth, friends and supporters who marched in frigid temperatures, battling all elements to deliver our message to Wisconsin's Governor requesting that he meet with Menominee Tribal Chairman, Gary Besaw. Upon reaching our destination in Madison, Wisconsin, our presence marching up State Street could be felt and many lined the streets to greet our people. As the drums echoed through the Streets of Madison to halls of the State Capital's Rotunda, the Governor remained in his office refusing to meet with the Tribal Chairman. However our message was delivered and echoed around the world. Incidentally, we are not finished with Kenosha. While an Illinois casino cannot work, we are implementing a legal strategy to someday open a Hard Rock Casino in Kenosha. We are not projecting this strategy will pose a significant financial cost to use and it currently has not cost us any funding. We will persevere, we are Menominee strong!

Operation Tribal Government was responsible for and worked diligently on many projects in the past year. However, the primary focus throughout the legislative year was on economic development initiatives, furthering legislative goals and working within the local, State, and Federal arenas to protect our Tribal Sovereignty. The Legislative focus has remained on the successful development of initiatives that meet not only the strategic plan, but also keep the Tribe moving forward through the execution of the 2016 Tribal Legislative Goals. While these goals represent a continuation of those established in 2015, the Legislature felt it necessary to keep these at the top of priority list. Those goals continued in this year include:

**SOVEREIGNTY:** Objectives established for this goal included the following: 1) Development of ordinances from 1<sup>st</sup> consideration to achieving, 2) Provide training to staff on sovereignty, and 3) Development of ordinances and legislation to reaffirm sovereignty.

**Progress:** The Tribe's Legal Services Department is currently working on the first objective to develop the process. In addition, training is now being offered through Human Services and other Tribal Departments that provides a historical connection between the histories of the Tribe, culturally and politically, while also examining the challenges we face to ensure we actively exercise our sovereignty. Through these objectives, the Legislature tasked Tribal Administration to develop the Community Engagement Group concept that would take the collaborative approach to solving issues within our community and tribal structure. By placing our traditional values and aligning those with existing needs of the community, we are better equipped to redesign programs and service deliver for betterment of our people. Through the Community Engagement Workgroup, a draft of the Grandparents Visitation Rights Ordinance, specifically the children's code, is in Legislative Committee.

The Community Engagement Group initiative has already reaped much success through the use of the Trauma Informed Care Model. At all levels of the Tribal structure, our staff is being educated on this different approach to service delivery.

We are redesigning the landscape and our approach is working. Menominee has been led the way on Long-term care waiver program and more recently was declared 1 of 8 winners for the National Robert Wood Johnson Culture of Health Prize.

**DEVELOPMENT OF FLUENT MENOMINEE SPEAKERS:** Objectives established for this goal included the following: 1) Revitalizing language by providing immersion/charter school to children and 2) Revitalizing language through cooperative efforts of multiple groups and speakers.

**Progress:** The Tribe has worked through the State-Tribal Relations Committee to get State Legislation passed that would include Tribal Colleges among those who can establish Charter Schools. Through this vehicle, the Tribal Chairman, Tribal Administration and the College of the Menominee Nation are developing a program to train immersion instructors and simultaneously develop a process through which to charter the immersion school thought provisions in the State budget. This success is significant for our people and the preservation of our Menominee language.

**EXPAND OUTSIDE RELATIONSHIPS:** The objective for this goal was to enhance external relationships relating to fish passage.

**Progress:** The Tribal Legislature has continued to lobby for fish passage at Balsam Row dam. While we have observed differences with our partners at the State level, we are continuing to move forward with the development of the fish passage at this location. The Tribe's Sturgeon taskforce has worked diligently throughout the year on the concept design and attended meetings with the dam owner, Wisconsin Department of Natural Resources and other stake holders. At the Congressional level, the Tribe has met with our Congressional delegates to oppose the proposed Energy Modernization Act of 2015, due to the negative impact onto the Tribe and resources due to the removal of the Department of Interior's permitting authority and regulation as mandated by the existing sections (4e) and (18) of the Federal Power Act. The Legislature will continue this initiative due to the threats it brings to our Nation's sovereignty, resources and culture.

**SAFETY & SECURITY:** Objectives established for this goal included the following:

- 1) Improve current jail facility and bring up standards,
- 2) Law Enforcement Building/expanding relationships with tribal youth,
- 3) Equipping people/children with traditional life skills, and
- 4) Seek appropriate method of LEC Communication to Community.

**Progress:** The Tribe has met with the Bureau of Indian Affairs for the evaluation relating specifically to the Jail conditions. The Tribal Legislature also approved the use of funding to renovate the jail facility to bring up the standards. Additionally, the Tribe secured grant funding to provide officers with the ability to participate in community youth related activities.

**INDUSTRIAL HEMP/CANNABIS DEVELOPMENT:** The sole objective of this goal was to establish a pilot project for Industrial Hemp in accordance with the 2014 Farm Bill and Cole.

**Progress:** In May 2015, the Menominee Indian Tribe of Wisconsin Tribe legalized the growing of low THC non-psychoactive industrial hemp by Tribal licensees on its lands. Notice of this change in Tribal law was provided to the United States Attorney Office for the Eastern District of Wisconsin. This action was intended to comply with Congress's actions in 2014 Farm Bill which recognizing a distinction between marijuana and industrial hemp that created an exception to the Controlled Substance Act to allow for growth, cultivation, and the study of industrial hemp in certain circumstances. The Tribe's industrial hemp crop was a legal crop as allowed by the 2014 Farm Bill. The Tribe, acting under an agreement with the College of the Menominee nation, planted an Industrial Hemp Crop on Tribal lands. The Tribe was transparent with the U.S. Attorney's Office throughout this process. The Tribe engaged in numerous face-to-face consultations with former U.S. Attorney Jim Santelle and current Acting U.S. Attorney Greg Haanstad about this industrial hemp crop and the Tribe's intention to grow the crop legally under the 2014 Farm Bill. The Tribe invited Federal Law Enforcement to observe and to test the industrial hemp crop at various stages throughout the process. In fact, Bureau of Indian Affairs Agents drew samples of the industrial hemp crop for final testing during harvest in October 2015.



There was disagreement between the Tribe and Acting U.S. Attorney Greg Haanstad, as to whether the Tribe's action in cultivating its industrial hemp crop was in compliance with the 2014 Farm Bill. The Tribe worked tirelessly to find a solution to this disagreement, including offering to destroy itself certain strains of the industrial hemp crop that both sides had identified as problematic and offering to file a Declaratory Judgment Action in United States District Court for the Eastern District of Wisconsin to allow a federal judge to decide the disputed issues. These offers by the Tribe were rejected in favor of the aggressive unilateral action observed by the Tribe on October 23, 2015, when the DEA, Department of Justice and local law enforcement descended on Tribal land and destroyed the Tribe's Industrial Hemp Crop. On November 18, 2015, the Tribe filed a lawsuit for declaratory judgment against the United States Department of Justice ("DOJ") and Drug Enforcement Agency ("DEA") seeking a judicial determination that Menominee has the right to cultivate industrial hemp pursuant to the Agricultural Act of 2014 ("Farm Bill"). Menominee filed its lawsuit in the United States District Court for the Eastern District of Wisconsin – Green Bay Division. At the time of this publication, the lawsuit has not yet been resolved.

<b>Category Description</b>	<b>FISCAL YEAR 2015 CONSOLIDATED Budget – Operation of Tribal Government</b>					
	<b>TRIBAL</b>	<b>Program Income</b>	<b>Federal</b>	<b>State</b>	<b>Other</b>	<b>TOTALS</b>
Personnel Costs	\$ 135,340	\$ -	\$135,341	\$ -	\$ -	\$ 270,681
Fringe Benefits	59,301	-	80,160	-	-	139,461
Mileage	4,000	-	2,500	-	-	6,500
Meetings & Related	81,226	-	-	-	-	81,226
Office Supplies	12,500	-	12,500	-	-	25,000
Program Supplies	2,900	-	-	-	-	2,900
Contractual	127,763	-	2,500	-	-	130,263
Phones	3,500	-	3,500	-	-	7,000
Space Lease/Rental	27,000	-	22,000	-	-	49,000
Indirect Costs	57,793	-	-	-	-	57,793
Program Activities	600	-	-	-	-	600
Dues & Memberships	27,434	-	-	-	-	27,434
Advertising	4,000	-	-	-	-	4,000
Vehicle Cost	9,000	-	-	-	-	9,000
Committee Meetings	18,000	-	8,500	-	-	26,500
Legislative Meetings	41,500	-	36,500	-	-	78,000
Donations	500	-	-	-	-	500
Direct Assistance	9,724	-	-	-	-	9,724
Postage	4,000	-	1,000	-	-	5,000
Photocopies	1,250	-	250	-	-	1,500
<b>Totals ►</b>	<b>\$ 627,331</b>	<b>\$ -</b>	<b>\$304,751</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 932,082</b>
Fund/Totals Ratio:	67.30%	0.00%	32.70%	N/A	N/A	

<b>Category Description</b>	<b>Intergovernmental Affairs - FISCAL YEAR 2015 CONSOLIDATED Budget</b>					
	<b>TRIBAL</b>	<b>Program Income</b>	<b>Federal</b>	<b>State</b>	<b>Other</b>	<b>TOTALS</b>
Personnel Costs	\$ 51,558	\$ -	\$ -	\$ -	\$ -	\$ 51,558
Fringe Benefits	26,809	-	-	-	-	26,809
Travel	500	-	-	-	-	500
Supplies	1,614	-	-	-	-	1,614
Space Lease/Rental	5,410	-	-	-	-	5,410
Indirect Costs	8,070	-	-	-	-	8,070

Other Costs: (list below)	-	-	-	-	-	-
Meeting & Related	<b>2,070</b>	-	-	-	-	<b>2,070</b>
Program Supplies	<b>423</b>	-	-	-	-	<b>423</b>
Postage	<b>100</b>	-	-	-	-	<b>100</b>
<b>Totals ►</b>	<b>\$ 96,554</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 96,554</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

In conclusion, the Chair's Office and Tribal Legislature have continued to work for the benefit of the Menominee Tribe and our People. Yet, much of this work is not to the credit of one person or department. The wheels of our great Nation continue to move because of the strong voice of our People. We encourage your continued participation in making us a stronger Nation.

The Chairman's Office consists of the following staff members, Linda Peters, Office Manager; Benjamin Warrington, Emergency Management Coordinator; Tasha Caldwell, Intergovernmental Affairs Manager; Recording Clerks, Brianna Ninham, Sharon Madosh and Cheyenne Wahsquonaizhik.

## **P**robation/Parole

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William Beauprey, Director

**DESCRIPTION:** Pursuant to Menominee Tribal Code Article VI Probation & Parole adopted 5/6/1994 by Ordinance 94-01; amended in its entirety on 3/7/2008; 132-29 Probation and Parole Regulations. Our duties and guidelines are outlined in each ordinance. The Department has two individual probation/parole officers who handle their own unique clientele specializing in their own area of law and age category, they also divide the Domestic Violence clientele with PO McCann supervising the clientele who are 30 years or younger and PO Beauprey supervising those clients older than thirty. PO Beauprey also supervises all the Sexual Assault clients. All of the probation officers are assigned to various community committees and teams established to enhance alcohol, drug, and crime awareness within our community such as Wellness Court, Ordinance Court, Community Coordinated Response Team for the Menominee and Stockbridge Reservation, Sexual Offender Registration Notification Ordinance Program, Probation Domestic Violence Review. We have one Administrative Assistant whose main objective is to maintain our departmental budget, gather and provide information for monthly, annual and BIA reports; scan all paperwork for PO Beauprey's client files, order and track all office equipment and maintain supplies. She has helped with data entry and scanning of closed cases and presentence investigations with the help of summer youth workers into the JustWare program and has completed half of the downsizing and paperless project of our old records.

**SERVICES:** We supervise all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. We average around 85 Active clients with overall totals of 370 clients. We meet with our entire active caseload twice a month to monitor their progress in completion of each court ordered condition. We direct our clients to local and neighboring community resources for AODA and Domestic Violence counseling along with Anger Management and Sexual Assault counseling. We have had a few clients who needed residential treatment referrals or choose to go to a inpatient treatment facility as part of an Alternative to Revocation. We work directly with the GED office and those clients who have not yet received a high school diploma to ensure they receive their GED or HSED. We had a few clients who were incarcerated and completed their GED or HSED while completing their jail sentence

**IMPROVEMENTS:** We have a departmental vehicle which was replaced with a newer model this summer. The department vehicle is used for home visiting and supervision of community service workers and the transport of clients to inpatient residential facilities.

When all three probation officer positions were filled we diligently attend all meetings required of our department. Although a directive was given that all probation officers handle all matters pertaining to their clients as to better track and supervise their clientele it was necessary for our Administrative Assistant to assist in the file maintenance of two of our probation officers and assist in the preparation and completion of monthly, annual and BIA reports.

Over the summer of 2015 with the help of two youth workers we were able to scan and update current client folders and pull and shred any files that were older than seven years. All closed files for this year were labeled and filed.

**UNMET NEEDS:** We do not have a Domestic Violence Probation Officer position as of the end of August 2015. With the higher number of clients per probation officer our department will require a high prioritization of probation officer duties with a diligent effort to attend all required meetings and court appearances as well as the monitoring of client activities and files we will work at maintaining these duties to the best of our ability keeping in mind the safety of our community and the required paperwork for revocation of clients who violate probation rules and regulations.

Although we would like to become a near paper free department and have all old cases scanned and entered into JustWare and also saved to an exterior drive for back up purposes we are unable to complete our filing room project due to not having a data entry clerk. Prioritization of department duties does not allow time for completion of this project at this time. Statistics and client recidivism could be closely monitored once all cases are entered into the JustWare program.

We have been denied the purchase of HP Revolve notebooks for our department for several years. The HP Revolve notebooks would assist the probation officers with home visits, court hearing, meetings and jail visits being able to have the capability of updating their client files immediately and not wasting man hours by having to input information when they returned to their computer desk stations.

With overcrowding issues in our Menominee Tribal Detention Facility and the steady amount of Revocations we would be better able to assist those clients with health issues by purchasing a GPS monitoring system. We have had numerous occasions where clients were pregnant, infectious, diabetic and also handicapped, with the purchase of a GPS monitoring system we could allow home incarceration and be able to monitor client's medical appointments.

On 08/30/15 the trial Supreme Court justice made a ruling which greatly impacts probation sentences and calculation which results in more paperwork, administrative time, etc. Legislative measures are necessary to reword the Ordinance.

**COMMUNITY ENGAGEMENT EFFORTS:** This year our department has had our clientele participate in several community events beginning with the Haunted Hallway, New Year's Sobriety Powwow, Round House gatherings, Recovery on the Lake, the annual Sober 49 and the Soap Box Derby. There are numerous other activities in which community service hours were acquired by our clientele as well as assisting our elders and handicapped members.

**STRATEGIC PLANNING:** We have improved our service to our clientele by offering a stipulation to revocation to clients who are employed or enrolled in courses. If a client is arrested and found in violation of his/her probation rules and is facing revocation we have created an alternative by allowing the client to self-terminate himself from probation and ask for revocation without a court hearing. A Statement of Facts is completed by the probation officer to ensure that the client knows why he/she is being revoked. A stipulation is then signed by all parties involved in the revocation process; this includes the Probation Officer, Prosecutor's Office, Tribal Judge and the client. Note that this does not guarantee that the client will be given Huber privilege as this is at the discretion of the Judge.

We are also able to transport clients to inpatient residential facilities and community service sites with the department vehicle. We built into our budget the cost of witnessed urinalysis testing at the Menominee Tribal Clinic. If clients are ordered to cooperate with the testing then they are required to reimburse the costs by the end of probation.

Due to the majority of concerns or complaints in our department being due to incarcerations we explain our process and revocation timelines whenever difficulties arise.

**MENIPANIW:** The Menipaniw (A Good Road) program also known as Wellness Court is a diversion program for individuals who had been charged and sentenced to drug possession charges. If qualified the individual is referred to Menipaniw for an interview by the team. If accepted the sentenced is stayed and if not then they go back into criminal court for the sentence to be imposed. The sentence is jail time with half of the jail time imposed and the remaining time stayed to probation, AODA Assessment, fine, court costs. As the participant in the program they will be required to call in to Maehnowesekiyah Monday-Friday between 8-10am to see if they are on the random urinalysis list which also includes a random test for synthetic marijuana, if selected the individual has until 4:00pm to submit their urinalysis. The client's programming also consists of Moral Recognition Therapy (MRT) on Mondays, one on ones with probation officer, treatment for AODA and weekly/biweekly court appearances. Each individual has their own treatment plan based on their individual needs. Once the individual completes the program and transitions then the drug charges are expunged from their record. The program only allows first and second time offenders.

This past year the clients had participated in the Sobriety Powwow by making and donating the Tobacco ties again. The team attended State training at the Wisconsin Association of Treatment Court Professional 11<sup>th</sup> annual Conference in Milwaukee on March 24-25-, 2015 (State Training) and another, WADCP State training in Appleton September 23-25, 2015. The team did not attend any Tribal trainings for our Tribal Drug court program this past Fiscal Year. We had Administrative meetings on 04/23/15(recap on state training), proposed changes of first and second offense charges, Buffalo Software program, July 31, 2015 Administrative meeting was cancelled, again on November 13, 2014 and September 10, 2015 to discuss changes to the program policies.

Statistical Information	P&P Dept #'s	Statistical Information	P&P Dept #'s
All Clients – Full Year	424	Menipaniw Clients	26
Active Clients at Year End	85	Menipaniw Active clients at Years End	6
Absconders at Year End	202	Menipaniw Absconders	20
Clients Incarcerated at Years End	46	Menipaniw Transitions	6
Wanted Clients at Years End	35	Menipaniw Terminations – 8 were self-terminated	12
Released & Revoked Clients at years End	108	Total percentage of clients revoked this year	8%
Statement of Facts for the Year	52	Total percentage of client released as incomplete, complete or early	7%
Arrested Clients for the Year	161	ATR's given for the year	38

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 49,370	\$ -	\$ 72,991	\$ -	\$ -	\$ 122,361
Fringe Benefits	29,660	-	39,705	-	-	69,365
Supplies	1,280	-	1,498	-	-	2,778
Contractual	4,912	-	3,890	-	-	8,802
Indirect Costs	8,098	-	-	-	-	8,098
Other Costs: (list below)	-	-	-	-	-	-
Medical Services-UA	113	-	-	-	-	113
Postage	40	-	76	-	-	116
Cell Phones	509	-	1,811	-	-	2,320
Vehicle Costs	2,912	-	-	-	-	2,912
Contract Support	-	-	10,941	-	-	10,941
<b>Totals ►</b>	<b>\$ 96,895</b>	<b>\$ -</b>	<b>\$130,911</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 227,806</b>
Fund/Totals Ratio:	42.53%	0.00%	57.47%	N/A	N/A	

## Property Management and Acquisition

Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department operates primarily under the Indirect Cost Pool, providing a number of supportive services to the programs of the Menominee Tribe. The PMA Department is operated by the following staff and positions:

- Brett Hoffman, Director of Property Management and Acquisition
- Darcie O'Kimosh, Procurement / Inventory Officer I
- John O'Kimosh, Procurement / Inventory Officer II

Under the guidelines of the Accounting Manual - Procurement Policy:

- Review and approval of purchase requisitions and check requests.
- Central Office supply ordering system approvals, management and invoice processing.
- Contract routing approval and electronic database management.
- Competitive bid advertising, public bid opening, bid evaluation coordination and bid recommendations presented to the Menominee Tribal Legislature.
- Project management and account representation for LP gas services, food provisions, cellular telephone services and other centralized services as providing cost and management benefits.
- Management of Tribal central postage meter and related internal billing charge-back system.
- Policy modifications, compliance and training.

Under the guidelines of the Accounting Manual - Property Management Policy:

- Asset database management to include recording of new assets, transfers and disposals of equipment.
- Provide for storage of excess furniture and equipment and transfers between departments.
- Obtaining federal excess property for qualified MITW programs.
- Reconciliation and coordination of assets for financial records and depreciation accountability.
- Disposal of Tribal property through sales, trade- ins and other disposals.
- Policy modification, compliance and training.

Under the guidelines of the Tribal Code Chapter 44 Debt Collection:

- Management of the Debt Collection Database information as provided by programs.
- Assist programs in coordinating applicable contracting provision restrictions.
- Report data information monthly to Administration and quarterly to Departments.
- As of September 30, 2015 the total active Tribal Debtor List balance as reported by all MITW programs is \$3,390,355.

Accomplishments during Fiscal Year 2015:

- Projects conducted under the competitive bid process for FY15 were: Design Fish-way Passage, Design/Build LEC Addition, Housing Building Materials for 2 Homes, FY16 LP Gas Services, Seven Generators, Maehnowesekiyah Parking Lot, Walleye Ponds Outlet, Head Start Parking Lot, Clinic Design Phase 2, and Zoar Street Repair Projects.
- The PMA Department obtained equipment under the Federal Excess Property Program with an original value of \$909,913, including a grader, tractor loader, 10 trucks and other miscellaneous equipment.
- Revenue from the disposal sale of old vehicles, equipment and office furniture generated \$25,524 for various programs.
- Coordination of purchasing rebate incentives and bonuses generated \$7,041 in revenue to Tribal Reserve funds.
- The Menominee Tribe's LP gas contract for Fiscal Year 2015 was negotiated with Ferrellgas at \$1.589 per gallon, and for the upcoming year has been awarded to Ritchie Lakeland Oil at \$0.95 per gallon for programs and Tribal Members.
- Working as part of the Community Engagement Team on the Vacant Properties Workgroup to identify and access qualifying properties and seek potential utilization or clean up as applicable.

The Fiscal Year 2015 Indirect Cost budget for the PMA Department was established at \$254,767 with total operating expenditures of \$234,362, and Internal Services expenditures \$48,222 for the postage meter operations.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 150,323	\$ -	\$ -	\$ -	\$ -	\$ 150,323
Fringe Benefits	68,729	-	-	-	-	68,729
Training	3,000	-	-	-	-	3,000
Supplies	7,000	-	-	-	-	7,000
Contractual	8,590	-	-	-	-	8,590
Utilities	400	-	-	-	-	400
Space Lease/Rental	8,300	-	-	-	-	8,300

Indirect Costs	-	-	-	-	-	-
Other Costs: (list below)	-	-	-	-	-	-
Postage	50	45,000	-	-	-	45,050
Vehicle Fuel	3,000	-	-	-	-	3,000
Insurance	1,675	-	-	-	-	1,675
Advertising	3,500	-	-	-	-	3,500
Licensing & Permits	200	-	-	-	-	200
<b>Totals ►</b>	<b>\$ 254,767</b>	<b>\$ 45,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 299,767</b>
Fund/Totals Ratio:	84.99%	15.01%	N/A	N/A	N/A	
PROGRAM INCOME/REVENUE	FY2014 Fund Balance	FY2015 Amounts				
		Generated	Expended	Balance		
Internal Services Postage Billing	\$ 13,432	\$ 43,394	\$ 48,222	\$ (4,828)		
Federal Excess Property Disposal	49,700	9,920	-	9,920		
Tribal Reserve Property Disposal	-	12,143	-	12,143		
Other Departmental Property Disposal	-	3,461	-	3,461		
Rebate Incentives	-	7,041	-	7,041		
<b>Totals</b>	<b>\$63,132</b>	<b>\$75,959</b>	<b>\$48,222</b>	<b>\$ 27,737</b>		

## Prosecutor's Office

Scott Wilson, Prosecutor

**PURPOSE:** The Office of the Tribal Prosecutor promotes the sovereignty of the Menominee Indian Tribe by prosecuting violations of Menominee Tribal law and working cooperatively with other criminal justice agencies and jurisdictions in order to protect the Menominee Indian Tribe and its members and the community.

**DUTIES & RESPONSIBILITIES:** The primary objective of the Prosecutor's Office is to provide prosecutorial services in a fair, just and effective manner to the residents of the Menominee Indian Reservation, through the prosecution of both civil and criminal violations of Menominee Tribal Law. Prosecutorial responsibilities to the residents of the Menominee Reservation, to the Tribe and to the victims, include:

- Processing adult and juvenile criminal and civil matters through the tribal court system;
- Complying with due process and equal protection requirements set forth in the ICRA of 1968 (25 USC secs.1301-1302);
- Maintaining both civil and criminal files to final disposition;
- Representing the best interests of the Tribe in matters before the lower courts and through the Supreme Court appeals process;
- Attending necessary trainings; and
- Assisting Menominee Tribal Police Department with training and 24 hour consultation.

**STAFFING:** Current staff is: Scott D. Wilson, Tribal Prosecutor, Kasia D. Klaus, Assistant Tribal Prosecutor, Domestic Violence Prosecutor (vacant); Muriel Fish, Legal Secretary, and Ashlee Thunder, Legal Secretary.

**ACCOMPLISHMENTS:** We continue to focus on ways to improve the effectiveness and efficiency of the prosecutorial services to the tribe. This past year we accomplished this by:

- Working cooperatively with the Tribal Courts and Probation and Parole by utilizing the case management/calendaring software called JustWare, and also linking-up with the Cisco system utilized by the Police Dept.
- Working with other agencies for special needs victims and defendants.

**STATISTICAL DATA:** For FY2015, the Prosecutor's Office prosecuted over 2,057 charges in 1,445 cases in the Menominee Tribal Court. The top charges prosecuted by this office were OWI, Compulsory School Attendance, Operating while Revoked, Operating While Suspended and Disorderly Conduct.



**Total Cases Added by Case Type:**

595	Prosecutor Motor Vehicle
418	Prosecutor Criminal
255	Prosecutor Ordinance
124	Prosecutor Domestic Violence
27	Prosecutor Juvenile
11	Prosecutor Child Sexual Assault
3	Prosecutor JIPS
3	Prosecutor Commitment
2	Prosecutor Adult Sexual Assault
2	Prosecutor CHIPS
2	JIPS
2	Unknown
1	Parole Criminal

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 81,012	\$ -	\$ 103,955	\$ -	\$ -	\$ 184,967
Fringe Benefits	29,067	-	22,867	-	-	51,934
Training	2,200	-	1,200	-	-	3,400
Equipment	-	-	1,000	-	-	1,000
Supplies	4,902	-	3,000	-	-	7,902
Contractual	1,500	-	2,500	-	-	4,000
Indirect Costs	11,865	-	-	-	-	11,865
Other Costs: (list below)	-	-	-	-	-	-
Telephone	760	-	420	-	-	1,180
Postage	480	-	250	-	-	730
Dues & Membership	2,000	-	1,800	-	-	3,800
Advertising	250	-	250	-	-	500
Filing Fees	200	-	300	-	-	500
<b>Totals ►</b>	<b>\$ 134,236</b>	<b>\$ -</b>	<b>\$137,542</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 271,778</b>
Fund/Totals Ratio:	49.39%	0.00%	50.61%	N/A	N/A	

# R

## ecreation

Duane Waukau, Director

The mission statement of the Menominee Tribal Recreation Department will be committed to improve the quality of life among all residents of the Menominee Reservation. This is accomplished by providing and promoting in a responsive manner a leisure service system that includes a variety of recreational programs and special events.

### Personnel:

Duane Waukau, Recreation Director  
Monnaleah Long, Youth Center Weekly

Youth Center Youth/Program participants 8859  
Adult Fitness Room Participants 6849

### Budget Allocation for F.Y. 2015:

Youth Center \$ 152,958.03

The Youth Center is open Monday thru Friday - 8 AM. until 9 PM.  
Saturdays - Menominee Women's Group



**YOUTH CENTER ACTIVITIES ROOM INCLUDES:**

- Charter TV for Youth Activity
- Fitness Rooms
- Four computer lab stations with Games
- Air Hockey machine
- Two Pool Tables
- Two Foosball tables
- Movie nights
- Car wash & Bake Sales
- New Activity room housing Youth Development programs & activities
- Diabetes Workshops Nataenawemakanak (Youth Collaboration)
- Monthly 3<sup>rd</sup> Tuesday meetings
- Noon hour Fitness training room programs and workouts
- Menominee Tribal Clinic Wellness walking series throughout the year
- Keshena Primary School grades incentive participation
- K-5 grades during the school day.
- Various community Youth/Family fund raising requests for Youth Center Kitchen
- Menominee Women's group meets every Saturday and is housed at the Menominee Youth Center

**PROGRAM ACTIVITIES INCLUDE:**

- Collaborative Community Halloween Dance
- Community Christmas Breakfast with Santa in Keshena, Neopit, and South Branch Centers
- Valentines Dance
- Easter Egg Hunt
- 3 on 3 Basketball tournament
- T.C.J. Baseball Programs for ages 14-16 years old
- Menominee American Legion Baseball Program for ages 16-18 years old
- Summer Youth Olympics
- Provide Van requests for Keshena/Neopit Little league games tournaments & Milwaukee Brewers games
- High School Basketball, Softball & Volleyball leagues
- Tribal Clinic Wellness programs
- Winter Round house transportation
- Various Youth drum Pow Wow requests
- Menominee Hoops Boys and Girls Basketball tournaments
- Coaching Menominee High School Junior Varsity Summer League @ DC Everest High School
- Wisconsin Timber Rattlers game
- Bay Beach
- Toys for Tots Coats for Kids Drug and Alcohol free Post prom supervision
- Attended Quarterly Community Engagement
- Fostering Futures workshops

**SIGNIFICANT ACCOMPLISHMENTS:**

- 1) The Menominee Youth Center Fitness room was awarded from a gift from Menominee Clinic through the Harold Ripps Foundation. He specified it to go for health care improvements for the Menominee Nation people. A total of 48,000.00 dollars was spent on needed machine replacements and new equipment to enhance the Menominee Youth Center Fitness room. FY 16 a new swipe card system will be implemented and upgrades needed for surveillance and security to implement the Swipe card system for longer hours of utilization for Tribal and Community members.
- 2) The North American Indigenous games will be held July 23, 2017 in Ontario Canada. Currently serving as board member of North American Indigenous Games which includes Wisconsin, Michigan, Illinois, and Indiana and Chef De Mission for these states. Future planning for tryouts and budgeting projecting costs will begin in FY 16 for our Menominee Youth ages 12-19 years old.

- 3) Implementing Community Engagement and Fostering Futures training to all of our building staff including Recreation, Youth Development, and Johnson O'Malley staff to implement Adverse childhood experiences by understanding the impact of ACEs and connections to these outcomes to better serve our youth and families.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 79,310	\$ -	\$ -	\$ -	\$ -	\$ 79,310
Fringe Benefits	30,530	-	-	-	-	30,530
Supplies	5,595	-	-	-	-	5,595
Contractual	567	-	-	-	-	567
Utilities	700	-	-	-	-	700
Space Lease/Rental	12,337	-	-	-	-	12,337
Indirect Costs	12,814	-	-	-	-	12,814
Other Costs: (list below)	-	-	-	-	-	-
Telephone	590	-	-	-	-	590
Cell	486	-	-	-	-	486
Heating fuel	797	-	-	-	-	797
Property Insurance	1,368	-	-	-	-	1,368
Vehicle Costs	4,624	-	-	-	-	4,624
Program Activities	3,603	-	-	-	-	3,603
<b>Totals ►</b>	<b>\$ 153,321</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 153,321</b>
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	
<b>PROGRAM INCOME/REVENUE</b>			<b>FY2014 Fund Balance</b>	<b>FY2015 Amounts</b>		
				<b>Generated</b>	<b>Expended</b>	<b>Balance</b>
Soda Commission			\$ 25	25	-	\$ 25
<b>Totals</b>			<b>\$ 25</b>	<b>25</b>	<b>-</b>	<b>\$ 25</b>

## Social Services

Mary Husby, Director  
Carol Corn, Acting Director

Menominee Tribal Social Services is located in the Gordon Dickie Office Building. We occupy the third floor along with Child Support. Our Department consists of a Director, a Child Welfare Assistant, four Social Workers, a Kinship Care Social Worker and a full time attorney shared with Child Support. Social Services is funded through BIA funding, BIA child welfare funding, funding from the State of Wisconsin Department of Children and Families (Kinship Care) supplemented with Tribal funding. We also receive Child Welfare IV-B, Subpart 1 funding from the Federal Department of Health and Human Services.

In FY 2015 Tribal Social Services provided management of tribal trust accounts (per capita) for minors and legal incompetents as well as management of the Individual Indian Money Accounts for minors and legal incompetents. We managed 64 accounts and processed four requests. We provided Emergency Catastrophic assistance to 70 families to offset medical or fire related emergencies. We no longer have this program for FY2016. Our office manages the Kinship Care grant. Approximately 25 families a month receive the Kinship Care grant. The Family Preservation Social Worker provides case management for families receiving respite daycare under Child Welfare IV-B funding as well as Bureau of Indian Affairs Child Welfare Assistance. We have increased the number of children we can serve between the two programs from 10 children a month to 12 children a month. There are three Indian Child Welfare workers who are providing case management to an average of 80 Indian Child Welfare cases and 106 Service only cases monthly. The majority of these cases are off reservation.

In September 2015, Social Services underwent a review by the Bureau of Indian Affairs. The review consisted of a review of Indian Child Welfare files, Service Only files, Individual Indian Money files and Child Welfare files. There were no significant findings.

The Social Service Director and several employees participate on various committees and initiatives within the Tribe. The committees this year consisted of Health and Family Services, Housing, Community Engagement, Fostering Futures (Trauma Informed Care), Safe Schools and Health Families (MISD), Children's Code Committee, Coordinated Community Response Team, Multidisciplinary Team, Child Protection Team, Tribal Justice Strategic Planning Committee, Out of home Care Committee (State), Intertribal Child Welfare Committee (State), Intertribal Training Partnership Committee (State), Coordinated Services Team Advisory Committee, Tribal/County Planning Committee and participation in the Alternative Response Reimplementation monthly conference calls.

As a result of several of the Committee's, Social Services have integrated trauma informed care into our social service practice. All five Social Workers have participated in training on Trauma informed care this year ranging from one to five trainings each. We have material that we are sharing with families to educate on the effects of trauma and strategies for resiliency. We have internal reminders to be trauma informed. Each case plan for the families we serve includes a plan for addressing trauma.

In terms of future goals, along with continued input on the above listed committees, we will participate in planning with the Tribe and the Department of Children and Families with regard to development of a Tribal/State IV-E Agreement for the reimbursement of administrative activities. We are in the process of exploring more involvement of on-reservation child protection cases and we will be working with Maehnowesekiyah Wellness Center on implementing Wraparound Services.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	<b>\$234,602</b>	\$ -	\$ 179,563	\$ 7,831	\$ 680	<b>\$ 422,676</b>
Fringe Benefits	<b>95,072</b>	-	90,559	2,459	266	<b>188,356</b>
Travel	<b>3,160</b>	-	5,792	196	-	<b>9,148</b>
Training	<b>40</b>	-	348	-	463	<b>851</b>
Equipment	-	-	973	-	-	<b>973</b>
Supplies	<b>631</b>	-	2,097	-	551	<b>3,279</b>
Contractual	<b>150</b>	-	-	90	-	<b>240</b>
Utilities		-	-	-	-	-
Space Lease/Rental	<b>10,516</b>	-	12,212	205	-	<b>22,933</b>
Indirect Costs	<b>44,571</b>	-	-	988	179	<b>45,738</b>
Other Costs: (list below)	-	-	-	-	-	-
Postage	<b>476</b>	-	101	-	-	<b>577</b>
Copier/Photocopies	<b>10</b>	-	119	-	-	<b>129</b>
Telephone	<b>125</b>	-	525	-	-	<b>650</b>
Dues & Membership	<b>257</b>	-	-	-	-	<b>257</b>
Emergency Catastrophic	<b>8,175</b>	-	-	-	-	<b>8,175</b>
Contract Support	-	-	26,689	-	-	<b>26,689</b>
Respite Daycare IV-B	-	-	20,274	-	-	<b>20,274</b>
Kinship Care payments	-	-	-	135,504	-	<b>135,504</b>
Tribal Match CW IV-B	<b>6,759</b>	-	-	-	-	<b>6,759</b>
Respite Daycare BIA	-	-	38,427	-	-	<b>38,427</b>
<b>Totals ►</b>	<b>\$404,543</b>	<b>\$ -</b>	<b>\$377,679</b>	<b>\$ 147,273</b>	<b>\$ 2,139</b>	<b>\$ 931,634</b>
Fund/Totals Ratio:	43.42%	0.00%	40.54%	15.81%	0.23%	

# Town of Menominee Fire Department

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Patrick Roberts, Fire Commissioner

**OVERVIEW:** The Town of Menominee Volunteer Fire Department provides fire protection services to the Menominee County/Reservation, which covers 360 square miles and over 4,500 residents. More specifically, the department provides:

1. Fire prevention and protection services
2. Water rescues
3. Hazardous materials leaks and contamination response
4. Searches for missing persons
5. Building inspections as it relates to fire preparedness
6. Public education in schools
7. Mutual aid to other communities when requested
8. Traffic control
9. Occasional tree removal

**STATIONS:** The department operates and maintains a total of four separate stations: the main fire station in Keshena; one in Neopit, one in South Branch, and one in Middle Village.

**STAFFING:** The department has one fire chief and a total of 35 volunteer fire fighters altogether. All of our volunteers receive a minimum of 36 hours of firefighter training required by Wisconsin Fire Administration Code, Department of Commerce, Fire Department Safety and Health and Comm. 30.

## **EQUIPMENT:**

- Keshena- One pumper, two tankers, one mini-pumper, one brush truck, one water rescue truck with an air boat
- Neopit- One pumper/tanker, one mini-pumper, one brush truck
- Middle Village- One pumper/tanker, one brush truck
- South Branch- One pumper/tanker

## **SUMMARY OF MAJOR PROJECTS & ACTIVITIES 2014:**

- The departments responded to 242 calls
- Purchased a new set of extrication tools for Neopit Fire Department

## **2015 GOALS & OBJECTIVES:**

- Install new dry hydrants in the Zoar, South Branch, and Legend Lake areas
- Purchase a new Mini Pumper for Neopit
- Improve the funding for new Fire Truck replacement
- Reduce the amount of calls we respond to

## **COUNTY/TRIBAL DEPARTMENTS WE WORK WITH:**

- Menominee County Highway Department – Assist with traffic control, tree removal, etc.
- Tribal Police Department – Assist with traffic control, tree removal, etc.
- Aging Division – Volunteered with wood cutting for the elders.
- Recreation Department – Watering the ball fields and cleaning the pavilion when needed.
- Utilities – Assisted the Tribal Utilities with cleaning of fire hydrants.
- MTE – Assisted with controlled burns.

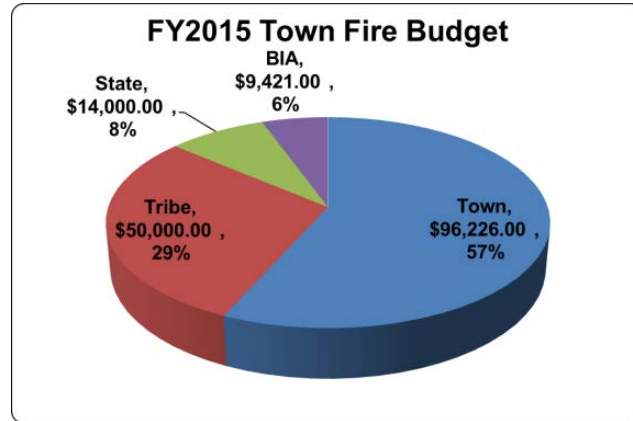
**FUNDING:** In 2015, the Fire Department has an operating budget of \$169,647. Of this amount:

- The Town provides .....\$96,226
- The Tribe provides..... 50,000

- The State provides .....14,000
- The BIA provides ..... 9,421      Note: no confirmation on Award

The Town provides \$10,000 each year for a replacement fund.

In addition, the Town pays \$25,000 to Tribal hydrant usage.



capital asset

Utilities for

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	-	\$ -	\$ -	\$ -	\$ -	\$ 33,912
Fringe Benefits	-	-	-	-	-	3,036
Travel	-	-	-	-	-	-
Training	-	-	-	-	-	6,616
Equipment	-	-	-	-	-	10,086
Office Supplies	-	-	-	-	-	147
Telephone	-	-	-	-	-	1,617
Maint. & Repairs	-	-	-	-	-	9,941
Insurance	-	-	-	-	-	13,185
Electricity	-	-	-	-	-	5,370
Water	-	-	-	-	-	1,140
Building Heat	-	-	-	-	-	21,440
Workers Comp	-	-	-	-	-	2,382
MECC	-	-	-	-	-	-
Communications	-	-	-	-	-	2,995
Vehicle Gas & Oil	-	-	-	-	-	3,052
Admin. Costs	-	-	-	-	-	1,702
Unemployment Costs	-	-	-	-	-	301
<b>Totals ►</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 116,922</b>
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	N/A	

## Transit Services

Shawn Klemens, Director

Menominee Department of Transit Services (MDOTS) manages and provides direct transportation services for Menominee Regional Public Transit including established partnerships. In addition MDOTS continues to assist Tribal departments not only with transportation needs and services but also with maintenance of their vehicles.

**DEPARTMENT OF TRANSIT SERVICES MISSION STATEMENT:** The Department of Transit Services strives to encourage the improvement, efficiency and use of the Department of Transit Services within the Reservation and County in order to enhance access of employment, health care, recreation, education and public services for the Menominee People.

**TRANSIT STAFF:** MDOTS has a staff of 132 employees which includes:

**Administrative staff:** (1) Director of Transit Services, (1) Transportation Coordinator, (1) Administrative Assistant, (1) Budget Analyst/Accountant, (2) Receptionist/Clerks

**IT staff:** (3) Program System Analysts

**Dispatch Operations:** (3) Mobility Managers, (5) Full-Time Dispatchers, (8) Part-Time Dispatchers, (5) On-Call Dispatchers

**Transportation:** (1) Driver Supervisor, (25) Full-Time Drivers, (28) Part-Time Drivers, (6) On-Call Drivers, (7) Bus Monitors, (1) Transit Aid,

**Lac du Flambeau:** (1) Supervisor, (9) Drivers, (3) Dispatchers, (1) On-call Dispatcher

**Shawano:** (1) Full Time Driver, (3) Part Time Drivers

**Antigo:** (2) Full Time Drivers, (3) Part Time Drivers

**Mechanics:** (1) Mechanic Supervisor, (5) Full-Time Mechanics

**Facility Maintenance:** (1) Facility Maintenance Supervisor, (1) Full-Time Facility Maintenance Worker, (1) Part-Time Facility Maintenance Worker, and (1) Part-Time Housekeepers, (1) On-call Housekeeper

## **Transit Administration**

### **Director of Transit Services – Shawn Klemens**

Over the last year Menominee Regional Public Transit has seen a decrease in the number of passenger trips, down an estimated 13,192 trips from last year. March 01, 2015, Menominee Casino Resort decreased their partnership by eliminating the following Daily Routes:

20 – Keshena

8 – Neopit

8 – Shawano

4 – Green Bay

Additionally on May 19, 2015 the College of Menominee Nation eliminated their partnership agreement which eliminated students, staff and community members from riding for free to and from CMN campuses as well as the Library and Technology Center. The combination of these both resulted in a trip decrease.

We have continued meeting with Stockbridge to develop a partnership that would add a service route from Keshena to Shawano, Gresham, Stockbridge and Bowler. Meetings continue and we will be ready by the end of 2015 to bring a proposed agreement for consideration.

In an effort to allow more community input MDOTS has established the following committees to discuss and address any transportation issues or concerns:

MDOTS Parent Committee

MDOTS Disability Committee

These committees are scheduled monthly to meet and may meet more often if needed or requested. Additionally we also have a quarterly transportation meeting with open discussion on service areas of concern and ideas on how to continue to improve transportation services. Meetings were attended well when they were first established however attendance has dropped and in some cases no one shows up. We have started posting meeting notices with the other Tribal postings the week before the meeting and we also post on our website and Facebook page.

Our website has been updated a number of times this last year each time getting more information about our routes and stop times out. We are currently working on bus stop signage to be installed at each stop location which will list information about our services as well as specific stop times.

*Upcoming project for FY2016*

We will continue work on establishing partnership with Stockbridge.

We will be working on establishing our ADA certification for our elderly and handicapped riders, once we can establish this policy and certification then we will propose a change in our fare structure that would give preference to our elderly and handicapped riders which would increase the door to door service for them.

Establish an employee handbook and a disciplinary code.

**Transportation Coordinator – Richard Ducane:** In 2014 MDOTS had implemented a Lac du Flambeau Public Transportation System that serves the Lac du Flambeau Reservation and the cities of Woodruff and Minocqua. During 2015 the system has developed from a system that was overseen and supervised by me to a system that is, for the most part, self-sufficient and supervised by one driver supervisor from the local area.

In 2015 MDOTS has also added a new partner, Lakeland Industries. MDOTS has assumed the transportation responsibilities that were previously done by Lakeland Industry management and services have been running smoothly since mid-June. Three drivers have been added to the MDOTS staff to perform the services needed under this partnership.

One of the biggest challenges continues to be obtaining enough CDL Drivers with their Passenger and School Bus Endorsements. This is not exclusive to MDOTS but is a problem nationwide as there is a shortage of qualified CDL drivers. MDOTS has posted for drivers multiple times throughout 2015.

MDOTS has also brought on another employee that is qualified and experienced in training other staff members in obtaining their CDL. This now give MDOTS two trainers that can assist in the CDL process.

I have also worked with CMN on the possibility of offering courses to get drivers trained but nothing has developed yet to date.

**Administrative Assistant – Judy Duquain:** The main function of the Receptionist-Clerks is to assist the public and employees working for Transit. This has been their main function but was changed in August of 2015, when the process was changed that the Receptionist-Clerks would be the main call takers for Transit. This process started in August of 2015. They answer the telephone and assist the customer with necessary information and determine who the call will be forwarded to for rides daily or in the future. They quote information for the Transit website which is current and updated as needed. They also process driver deposits, bus passes, bus ticket sales, and when they are done at the end of the day, they process a Daily Transmittal of all funds they received for the day. They enter in information from the driver route sheets, as well as print out upcoming route sheets. They have transitioned well and are comfortable with the process. They also direct individuals who may have to access the Transit website of [www.mitwbus.com](http://www.mitwbus.com) for current and complete information on daily routes. Gas slips are reconciled daily from the previous day to ensure entry into the database, as well as accuracy from driver entries. I also did orientation for new staff members when hired.

**Success Story – Call Taking Procedure** - During the year the complaint process form was changed and complaints were to be handled by the Administrative Assistant. The process for completing the complaint process is talking to the individual with the complaint, reviewing route sheets, video when applicable, and telephone calls. This information is entered into the complaint and forwarded to a supervisor for action and resolution.

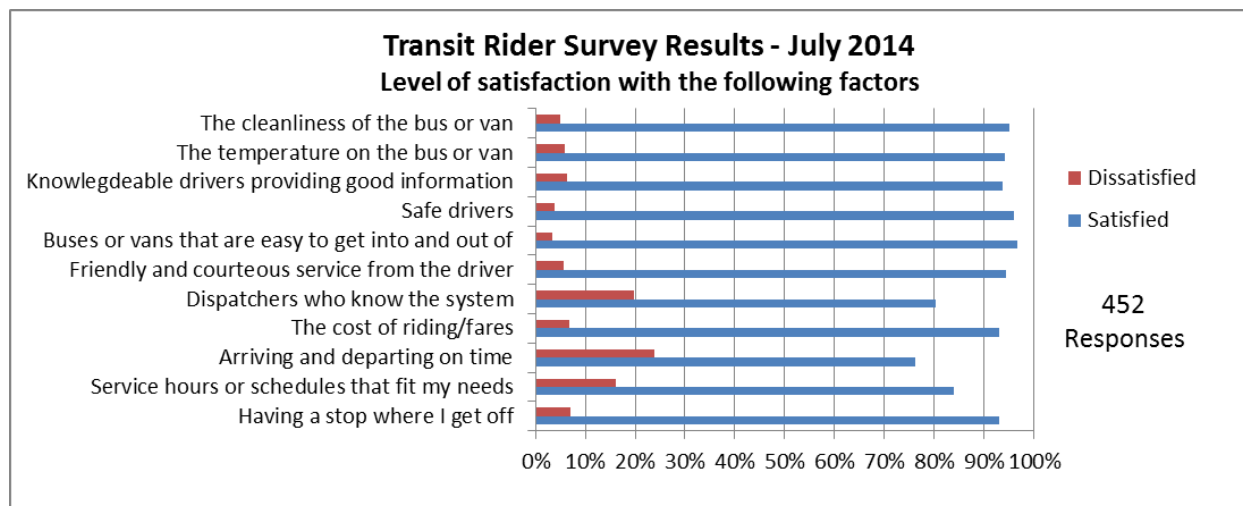
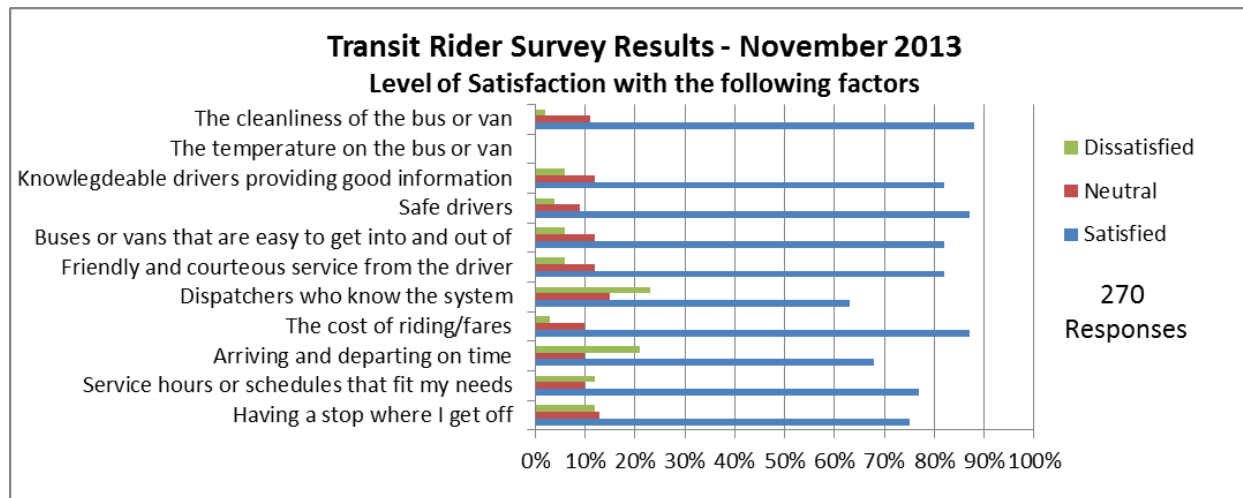
**Meetings attended total** – The Administrative Assistant attended 50 meetings for the past year, which included the regular monthly meetings held for mechanics, monthly and quarterly driver meetings, and dispatcher meetings. This also included Management, Safety committee, Supervisors, and director meetings. Trainings attended by clerical staff included four mandatory meetings that the Tribe required.

**Daily Visitor Log** – The front receptionist/clerks log in all individuals who come into the Transit Facility who are considered Walk-ins, Visitors, Deliveries, and Riders. The total for the Daily Visitor Logs for the fiscal year 2015 which is from October 2014 to September 2015 is as follows:

Riders – 3,552, Visitors – 1,673, Deliveries – 643 and walk-ins – 1,842.

**Transit Ridership Survey Results:** Ridership Survey for 2015 is scheduled for November of 2015. Survey for 2016 will be conducted in July 2016; results of both surveys will be in our FY2016 Annual report.





Our surveys have identified three areas that we need to work on which is the following:

- ✓ Dispatchers who know the system
- ✓ Arriving and departing on time
- ✓ Service hours or schedules that fit my needs

We have implemented a new call tree, we now have call takers who handle all calls and answer questions about our services. Additionally we have schedulers whom take all calls from riders scheduling a ride and dispatchers whom handle all active routes as well as taking calls from riders that have scheduled rides for the current day. We are continuing to monitor this process and have and will continue to make changes as needed to help ensure callers are being promptly taken care of.

We have also had our dispatchers attend customer service training and as a result we will be establishing an annual training program for our dispatchers in a number of areas.

**Programming/Technical Department - Neil Elgin:** Technology is a mainstay for the department as our daily operations are conducted using custom built applications and websites. The IT area is staffed by 3 employees including a senior programmer/analyst, web applications developer, and a programmer/systems analyst. This year our staff completed 114 service calls for the department, both software and technical related as well as several other projects as noted below.

Service Calls	FY 2013	FY 2014	FY 2015
Applications	139	157	96
Technical Support	51	44	18
Total	190	201	114

### **Application projects completed:**

- Mapping Enhancements – Mapping capabilities added to assist drivers, schedulers, and dispatchers with efficient route creation as well as accurate address locating.
- Enhancements and upgrades to the Transit Application – Fixed route data tracking, charter route tracking, leave requests, report upgrades, holiday route scheduling, additional limits set to assist with data entry and scheduling.
- Time Tracking - Application rewrite to streamline data entry and add enhancements such as electronic leave requests.

### **Other Projects completed include:**

- Phone system reprogramming to accommodate new call routing system for call takers, dispatchers, and schedulers.
- Wireless Bus Video Access - Tribal School access to school bus videos for same day incident reporting.
- Equipment replacements/upgrades – Based on our technology plan, several computers, laptops, printers, and monitors were replaced to prevent downtime and service interruptions.
- Tribal School and Head Start radios – Switched vendor and reprogrammed radios; original vendor shutdown their local tower.
- Digital Signage in Vehicles – Worked with tribal I.T. to install a digital signage unit in a bus for upcoming events, job postings, and other community information.

### **Upcoming projects for 2015:**

- Transit Bus Video System – New camera systems for all Transit buses to create a safer environment for both riders and employees.
- Equipment replacements/upgrades due this year – computers, laptops, copier/printer, server software, scanners, security cameras, and phone system upgrades scheduled according to our technology plan.
- Transit Application Updates – Invoicing module, paperless deposits/transmittals, financial tracking.
- Charter Website Creation – A new website to allow public requests for special charter trips.

**Mobility Manager – Lynn Collins:** Daily job duties include: Supervise the dispatch staff and drivers when the driver supervisor is unavailable. Process the daily deposit and verify the dispatch transmittals. Assist Public Transit riders, staff, and other agencies with complaints. We assist passengers when requesting special trip rides and with deviations on our flex routes. I assist other Tribal Entities, County Programs and the general public.

**SUCCESS STORIES:** As a Mobility Manager we assist the Menominee Veterans office with transportation; Menominee Veterans office will send over requests via fax or call in a request to get Menominee Veterans to their appointments throughout Wisconsin and Upper Michigan. These transports are very important, because the Veterans have so far to travel.

We assist the Menominee Tribal Clinic with Priority one passengers, this group has special needs, and they must get to their appointments which are life sustaining appointments. This type of request will fall under MDOTS's and MTC agreement. Some requests are made in advance which are taken care of promptly, as well as the last minute request which requires a great deal of scheduling. We are limited with the number of vehicles and drivers available each day, and when stretched we do everything possible to get them to their appointments.

Menominee County Human Services has clients throughout Wisconsin which are placed in homes and facilities, as well as their local clients. We assist with getting the clients to their appointments or just to come home for visits with family. We also make the transportation arraignments for all of their group outings, such as strawberry picking, bowling and going to the movies.

Aging Division is assisted with special trip events for the elderly, which includes the annual trip to Indian Fest in Milwaukee WI, the Elders annual Christmas party, Elders summer picnic, and various trips to elder's conference

**COMPLAINTS** – are responded to by gathering information from all parties involved, dispatchers, drivers, receptionist, and the person making the complaint. A call is placed to the person who made the complaint to assure them that the issues are being taken care of according to Policy and Procedure. The report is then forwarded to our Administrative assistant who is required to complete and file all complaints.

**Mobility Manager, Jamie Perez:** Oversee dispatchers and drivers when on duty for any shift assigned, monitor active and upcoming routes to ensure routes are activated and drivers are departing as scheduled. Demand Response (local and medical) requests are setup by the schedulers; verification of referral source is confirmed prior to trips. Provide assistance with driver scheduling and driver coverage of demand response routes for unscheduled occurrences are addressed by reassigning on duty drivers and/or dispatchers who are on the approved drivers list to ensure transportation can continue as scheduled and efficient as possible.

Assist with route coverage; drive fixed, demand response, provide dispatch coverage and process driver deposits during times of shortage. Attend quarterly Keshena Community meetings to gather community member concerns and feedback on Transportation issues or concerns.

**Shawano County & Lakeland:** The Shawano County routes and ridership are monitored on a daily basis, riders are scheduled Monday through Thursday to the following main areas within Shawano County; Bonduel, Pulaski, Krakow, Wittenberg-Birnamwood, Tigerton and Gresham. The service on Fridays is an hourly fixed route for the Shawano-In-City and runs from 8am-1pm. Special trips for shopping are scheduled to Wausau, Appleton or Green Bay on a monthly basis on the 2<sup>nd</sup> Wednesday of the each month.

Lakeland Industries clients began utilizing transportation in July. Update the existing routes and ridership data including adjustments submitted by Agency Case Managers to setup transportation for new and/or current clients.

Administrative duties include; new client transportation setup and maintenance of the existing rider authorizations; pickup and drop off locations, caregiver contacts and rider profile details, review invoiced rides for billing, and request expansion of existing routes due to the increased demand. Transportation reports are compiled and reports are provided to both the Joint City-County Transportation Advisory Committee and Shawano County Commission on Aging at the scheduled meetings.

The Shawano County Transportation contract with Menominee Transportation is primarily to serve elders and disabled and if space is available to others. Requests from riders outside of the city limits receive transportation to Shawano for personal business and/or shopping, Shawano County Civic Center for the Adult day activities programs and Meal site service. In addition to regular routes, special trips requested by area agencies and groups to outings at Navarino Nature Center, The New Zoo and social or recreational destinations were provided. Overall the Shawano County ridership continues to gain interest and requests for transportation services throughout the Shawano County area has increased.

**Vehicle Maintenance: - Tony Wegner – Mechanic Supervisor:** There are six (6) full time mechanics who are all ASE certified in numerous areas which include automotive to medium truck and bus repair. We currently maintain our fleet of 82 vehicles which is 44 transit buses, 19 school buses, 15 vans, 2 full sized coach buses, and 2 maintenance trucks. We also do maintenance and repairs for a number of outside Tribal Agencies, which include: the Tribal Police Department, Housing Department, Forestry Department, Tribal Maintenance Department, EMS, Community Development Department, CRC, Menominee Tribal Clinic, Menominee Indian School District, and other tribal departments. We offer a variety of services for the Tribal Department which have included towing and road side assistance during our regular hours. We have done repairs for Tribal Departments such as, lawn mower and small engine repairs, motor replacements, transmission repair, Semi-trucks, and front end loader repair. We also are able to arrange warranty work if the vehicle is under the factory warranty. We do have Departments that have just dropped off vehicles or equipment, and we have taken care of all their service and repair needs. We are the authorized service center for the GSA, and are able to provide full service on any GSA vehicle. Vehicle maintenance hours are from 5:00 AM until 10:30 PM, Monday thru Friday and on Saturdays from 8:00 AM until 6:00 PM. We currently have partnerships with Shawano, Antigo, and Lac du Flambeau, to maintain their fleet vehicles.

**Vehicles replaced or Retired:** This past year we have retired five school buses due to age and mechanical defects. These vehicles have been replaced with five new GSA lease buses along with two buses which were purchased. We have retired two transit buses due to accidents and one from age and mechanical defects. They have been replaced by three used buses which were purchased from Shawano County. We also purchased seven new handicap excisable vans to add to our transit fleet.

**Equipment purchased:** This year we have purchased a metal brake which allows us to fabricate bus body side panels along with the addition of some body repair tools and a paint gun. We did some minor body repairs to the buses, which

were previously sent out to a body shop for repairs. We updated our scan tools to the latest 2015 version, which has helped us to be able to work on the newest model vehicles as well.

**Plans for 2015:** We look forward to expanding our partnerships and offer our services to tribal departments who are not currently using our services and continue our relationships with our current customers. We are looking to purchase a new scan tool which will help us with medium and heavy duty vehicles. This will allow us more provide more information and functional testing capabilities.

<b>Work Orders</b>	<b>FY2010</b>	<b>FY2011</b>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>
Department of Transit Services	905	656	1,013	1,086	1,234	1,436
Other MDOTS partnerships	145	66	35	149	66	93
*GSA Vehicles	69	94	94	236	363	432
Outside Departments			32	77	212	338
<b>Total Work Orders Completed</b>	<b>1,119</b>	<b>816</b>	<b>1,174</b>	<b>1,548</b>	<b>1,875</b>	<b>2,299</b>

*\*Includes other MDOTS partnerships and outside departments GSA leased vehicles*

**Facility Maintenance – Luis Kakkak:** Menominee Department of Transit Services Maintenance department currently consists of one full time Facility Maintenance Manager, one full time and one part time Maintenance workers. The Housekeeping staff currently consists of two part time Housekeepers and is in the hiring process of one more Housekeeper. Maintenance and Housekeeping duties and responsibilities are provided from the hours of 3:30 A.M. - 12:00 A.M. The Maintenance Department assisted our Tribal community in the following areas.

- Host the Keshena Animal Help and Rescue pet clinic.
- Host and prepare for Administration and Community meetings.
- Assist other Tribal Departments with plowing and salting of driveways and parking lots including Save-A-Lot/ Subway parking lots.
- Assist Tribal Entities with tool and equipment lending.
- Assist DMV

#### **FY2015 PROJECTS COMPLETED:**

- Tile DMV Entrance.
- Patch and Reseal entire parking lot.
- Route wiring and install electrical outlets to plug in Antigo buses.
- Convert interior lighting to L.E.D.
- Rebuilt the bus wash bay gantry drive and hoist system.
- Resealed bus garage skylights.
- Painted interior walls on 1<sup>st</sup> and 2<sup>nd</sup> floor.
- Generator repairs were completed.
- Geo pump replaced.
- Entrance and Exit gates repaired.
- Obtained 1 Military Sky Trak Forklift and 1 Case Tractor.

#### **FY 2016 UPCOMING PROJECTS:**

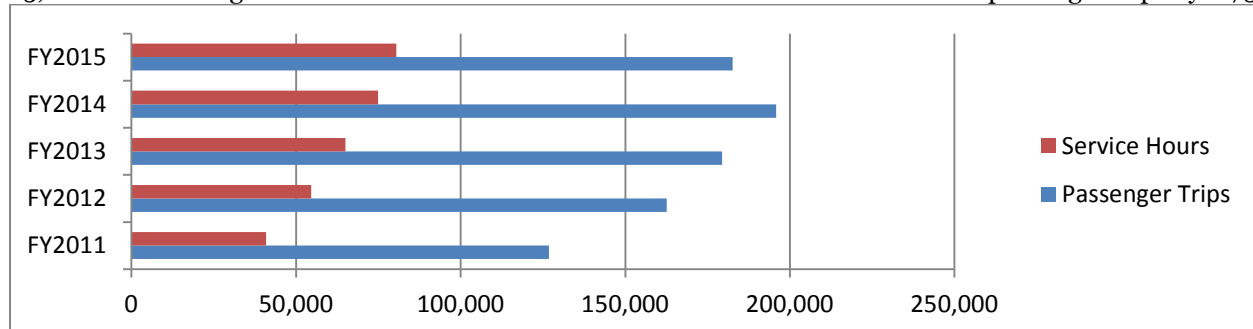
- Install flood lighting in rear parking lot.
- Replace insulation in bus garage.
- Repair yard erosion.

**DEPARTMENT STATISTICS:** Although the Help Desk system was down for a few months, the Maintenance Department completed 101 work orders and numerous verbally requested work orders. In addition 499.25 hours of driving time was completed. In the upcoming Fiscal Year the Maintenance Department will continue to provide our hard work and dedication not only to our Department but to our community as well by providing a safe and healthy work environment.

### Department of Transit Services One Way Trip Data FY2011 - FY2015

Department of Transit Services:	FY2011	FY2012	FY2013	FY2014	FY2015
Passenger trips	126,827	162,620	179,360	195,824	182,632
Mileage	952,290	1,244,873	1,458,475	1,645,495	1,806,006
Service Hours	40,865	54,543	65,018	74,935	80,434
<b>Percentage Increase/ (Decrease)</b>	<b>64.18%</b>	<b>28.22%</b>	<b>10.29%</b>	<b>9.18%</b>	<b>(6.73%)</b>

In FY2015, Menominee Regional Public Transit for the first time has seen a decrease in the passenger trips by 6.73%.



One Way Trips:	FY2011	FY2012	FY2013	FY2014	FY2015
Antigo	55	110	1,015	2,064	4,478
Antigo – Demand Response	0	0	0	0	1,595
Antigo – In City	14,094	16,996	19,253	18,649	13,591
Bonduel	0	1,240	2,440	2,565	0
Clintonville	0	90	22	0	0
Elcho	44	118	98	56	25
Fox Cities	431	629	832	1,301	1,082
Gillett	1,796	2,447	2,962	3,322	2,901
Green Bay	4,471	6,140	9,593	9,990	5,893
Keshena – Demand Response	27,055	29,627	34,991	31,335	12,685
Keshena – North	0	0	0	26	5,776
Keshena – South	0	0	0	52	5,330
Lac du Flambeau	0	0	0	12,297	12,808
Madison – Milwaukee	554	786	909	997	841
Neopit	26,220	34,583	33,037	33,385	23,545
Neopit – Demand Response	0	0	0	0	2,107
Shawano	31,351	38,242	43,270	40,999	14,971
Shawano Express	0	0	0	2,459	25,368
Shawano – In City	0	881	845	1,053	744
Shawano County Routes	0	0	0	0	7,214
South Branch	3,053	2,920	3,911	4,676	3,229
Various Demand Response Trips	12,392	21,639	20,037	17,337	22,913
Hwy VV	5,207	5,840	5,697	9,028	7,974
White Lake	104	184	111	123	121
Wittenberg	0	148	203	431	0
Woodruff	0	0	0	3,556	7,441
<b>TOTAL One Way Trips</b>	<b>126,827</b>	<b>162,620</b>	<b>179,360</b>	<b>195,824</b>	<b>182,632</b>

Elderly One Way Trips:	FY2011	FY2012	FY2013	FY2014	FY2015
Elderly Ambulatory	21,104	34,618	37,452	38,618	35,837
Elderly Non-Ambulatory	2,401	2,879	3,039	3,598	4,483

Handicapped One Way Trips:	FY2011	FY2012	FY2013	FY2014	FY2015
Handicapped Ambulatory	9,933	12,103	13,340	13,784	18,068
Handicapped Non-Ambulatory	3,076	3,663	3,788	4,697	5,448

Menominee Tribal Clinic:	FY2011	FY2012	FY2013	FY2014	FY2015
Passenger trips	18,431	21,171	25,766	28,510	17,178
Mileage	360,842	432,364	551,819	640,979	463,074
Service hours	14,716	18,078	23,385	22,803	17,724

<b>Menominee Aging Division:</b>	<b>FY2011</b>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>
Passenger trips	5,642	4,779	3,662	3,293	3,756
Mileage	82,302	95,753	89,610	93,983	125,736
Service hours	4,617	5,357	5,368	5,477	7,197

<b>Menominee County H&amp;HS:</b>	<b>FY2011</b>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>
Passenger trips	4,820	6,772	7,512	6,635	5,450
Mileage	109,579	138,241	168,968	138,213	126,112
Service hours	4,094	5,676	6,899	5,607	5,314

<b>College of Menominee Nation:</b>	<b>FY2011</b>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>
Passenger trips	7,653	9,212	7,813	10,068	10,094
Mileage	244,915	307,217	284,248	296,684	304,093
Service hours	9,637	12,537	12,229	12,958	6,229

<b>Langlade County:</b>	<b>FY2011</b>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>
Passenger trips	14,296	21,156	20,177	21,249	15,128
Mileage	42,554	68,709	87,226	147,870	128,592
Service hours	3,220	5,725	6,316	8,693	7879

<b>Menominee Casino Resort:</b>	<b>FY2011</b>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>
Passenger trips	14,902	27,827	34,463	39,687	29,742
Mileage	201,543	410,822	574,508	652,390	728,044
Service hours	10,365	20,020	26,640	27,977	24,801

<b>Shawano Cty Social Services:</b>	<b>FY2011</b>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>
Passenger trips	N/A	2,639	3,725	4,230	2,536
Mileage	N/A	22,161	34,512	36,412	41,552
Service hours	N/A	1,047	1,596	1,562	1460

<b>Shawano Lakeland Services:</b>	<b>FY2011</b>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>
Passenger trips	N/A	N/A	N/A	N/A	3,041
Mileage	N/A	N/A	N/A	N/A	23,034
Service hours	N/A	N/A	N/A	N/A	757

<b>Category Description</b>	<b>FISCAL YEAR 2015 CONSOLIDATED Budget</b>					
	<b>TRIBAL</b>	<b>Program Income</b>	<b>Federal</b>	<b>State</b>	<b>Other</b>	<b>TOTALS</b>
Personnel Costs	\$ -	\$956,725	\$ 292,441	\$ 1,749,150	\$ 318,013	\$3,316,329
Fringe Benefits	-	309,784	103,848	577,954	98,742	1,090,328
Training	-	4,46	196	10,800	523	15,985
Supplies	-	10,088	1,030	19,004	3,149	33,271
Contractual	-	148,128	297	44,696	131,807	324,928
Utilities	-	10,887	10,461	40,702	-	62,050
Indirect Costs	-	92,779	55,474	346,859	-	495,111
Other Costs: (list below)	-	-	-	-	-	-
License & Permits	-	2,519	538	3,320	1,306	7,683
Telephone	-	5,636	4,018	21,070	-	30,724
Cellphone	-	2,131	1,168	7,966	-	11,265
Advertising	-	2,444	91	9,137	-	11,672
Dues & Membership	-	990	-	1,560	420	2,970
Building Maint.	-	7,677	5,120	15,546	2,000	30,343
Equipment Maint.	-	7,523	35,533	28,124	-	71,180
Vehicle Cost	-	62,860	-	108,849	23,112	194,821
Liability Insurance	-	35,359	-	35,040	22,564	92,963

Vehicle Fuel	-	33,368	95,548	-	33,368	-
Meeting & Related	-	546	-	-	546	-
Buses	-	54,374	-	-	54,374	108,748
Totals ►	\$ -	\$1,748,283	\$605,763	\$3,019,778	\$ 689,925	\$6,063,748
Fund/Totals Ratio:	N/A	28.83%	9.99%	49.80%	11.38%	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
Transit Contracts			\$ 5,743	\$ 635,704	\$ 641,447	-
Bus Fares 4701/4702			-	111,703	111,703	-
Rental Incomes			-	18,876	18,876	-
Other Income			-	1,557	1,557	-
Head Start Contract			-	232,998	232,998	-
Work Orders			-	211,778	211,778	-
Charter Services			-	55,645	55,645	-
Compact Services			-	200,000	200,000	-
Totals			\$ 5,743	\$1,738,586	\$1,744,329	-

## Tribal Detention Center

Jerri O'Kimosh, Jail Administrator

The Menominee Tribal Detention Facility is comprised of the Administrator, four (4) Corporals, eight (8) Line Officers and two (2) Cooks. The Menominee Tribal Detention Facility has an inmate rating capacity of forty-five (45) inmates at the current time. The Menominee Tribal Detention Facility provides a strict guideline of rules and regulations for the inmates to teach and reinforce accountability. The Facility currently offers educational opportunities and religion. Due to a lack of space, the numbers of programs are limited, but the Menominee Tribe did receive a \$987,000 grant to add on to the current facility. This addition will provide an additional eight (8) beds and a large, much needed programming area to assist inmates in programs which will be geared to help them succeed after incarceration and reduce recidivism. The addition is nearing the end of the planning process and should be completed by the Summer of 2016.

Upon completion of the new addition the Menominee Tribal Detention Facility will continue to seek relationships with other entities within the Menominee Tribe as well as surrounding counties to assist inmates with gaining employment. We would also like to partner with the Menominee Tribal Language and Culture Department to offer inmates cultural opportunities. In addition we hope to bring Maehnowesekiyah and their many programs to the facility in an effort to offer inmates a broad spectrum of opportunities that will assist with their well-being in an attempt to reduce recidivism and make a safer and healthier community.

In the near future we also hope to explore the possibility of electronic monitoring for non-violent offenders. This will offer individuals of non-violent offenses the ability to maintain or gain employment and continue to be a part of the core strength of our community which is family.

We also hope to explore and gain approval to start community inmate work programs. I have personally spoke with several past and current inmates that were very interested in being allowed out of the facility to conduct community clean up throughout the reservation. This would be a monitored program by Correction Officers but would allow inmates to make a positive impact on our beautiful reservation.

The Menominee Tribal Detention Facility continues to coordinate with Menominee Tribal Education in providing GED Classes and recently had two (2) individuals graduate successfully with their GED. A short celebration involving limited family was held to honor these individuals on their accomplishment.

The Menominee Tribal Detention Facility has also entered into a partnership with the Menominee Nation Casino to employ inmates of the facility. This partnership has already produced two (2) success stories. One of which the individual



has left incarceration and is still gainfully employed. There are many obstacles in securing inmates jobs while incarcerated, but through collaborative cooperation with the Menominee Nation Casino, Menominee Tribal Courts, Menominee Tribal Prosecutor's Office and Menominee Tribal Probation this goal is becoming a reality.

The Menominee Tribal Detention Facility since Fiscal Year 2014 has been removed from the Law Enforcement Center and placed under the supervision of Menominee Tribal Administration Department. This was due to concerns of community members and past inmates of the overall operation and cleanliness of the facility. The Facility has also moved from under Menominee Tribal Maintenance to Community Development, who has an extensive history and expertise in working with the Bureau of Indian Affairs making repairs and upgrades to the current BIA building more time efficient.

Since the move, the Menominee Tribal Detention Facility has received several upgrades to the facility which is over thirty (30) years old. Some notable upgrades are new stainless steel showers and sinks have been installed in the areas that were not already equipped. The new shower inserts make for a more sanitary environment and resolved a mold problem that had been reported as a complaint by past inmates. A new fence has been installed on the exterior of the building giving inmates access to monitored time outside of the facility. The heating and cooling ducts throughout the building have also been cleaned and inspected. Also a routine schedule of daily cleaning has been enacted and routinely inspected. New lockers for the inmates' belongings have been installed. Also a new fingerprint system has been installed. Upgrades that are in the process but are not yet completed include, new windows, new camera system, new lighting, new flooring, and new paint throughout the facility. These upgrades will provide a safer and healthier environment for inmates and staff.

The Menominee Tribal Detention facility has been working collaboratively with all entities within the Justice System but notably the Menominee Tribal Police, Menominee Tribal Courts, Menominee Tribal Prosecutor's Office and Menominee Tribal Probation to overcome the continuous obstacle of over-crowding within our facility. Through the collaborative efforts and continuous communication with the above stated entities we have been able to successfully keep the numbers of inmates below the facilities rated capacity of forty-five (45) inmates. Continual effort will be put forth to look at other means to incarceration for non-violent offenders. The ultimate goal will be to assist and educate individuals in an effort to not have them return once their sentence is completed. A major focus on this goal will be on education, language and culture, and employment. **In Fiscal Year 2014 the average daily population of the facility was 54 inmates. Through collaborative work we have been able to reduce the daily average population to 40 inmates for Fiscal Year 2015.** We hope to continue this trend.

The Menominee Tribal Detention Facility will continuously strive to provide a facility founded in the Menominee Culture that embraces a trauma-informed care approach. Our staff will continue to work to learn new ways to minimize triggers, stabilize offenders, reduce critical incidents, de-escalate situations, and avoid measures that may repeat aspects of past abuse. This approach not only enhances effective behavior management but also creates a safer facility.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$249,920	\$ -	\$244,400	\$ -	\$ -	\$494,320
Fringe Benefits	147,728	-	137,000	-	-	284,728
Supplies	56,500	-	40,000	-	-	96,500
Contractual	800	-	-	-	-	800
Indirect Costs	41,637	-	-	-	-	41,637
Other Costs: (list below)	-	-	-	-	-	-
	2,600	-	2,968	-	-	5,568
<b>Totals ►</b>	<b>\$ 499,185</b>	<b>\$ -</b>	<b>\$424,368</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 923,553</b>
Fund/Totals Ratio:	54.05%	0.00%	45.95%	N/A	N/A	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
Inmate Phone Commission			\$ 3,300	\$ -	\$ -	-
Huber Room & Board			11,510	-	-	-
<b>Totals</b>			<b>\$ 14,810</b>	<b>-</b>	<b>-</b>	<b>-</b>

**MISSION STATEMENT:** The mission of the Menominee Tribal School is to:

- Teach respect for self, others and the environment
- Promote growth mindset for academic and behavioral success
- Develop thinking habits and skills necessary for the Information Age
- Integrate Menominee language and culture
- Form school, family, and community partnerships
- Foster life-long learners who positively impact their communities

**PHILOSOPHY:** The Menominee Tribal School is committed to educating young Native Americans to develop moral values and academic skills in an atmosphere of trust, encouragement, acceptance, and community. We believe that each student will experience:

1. Personal self-worth
2. Cultural pride
3. His/her unique giftedness (the challenge to achieve according to his/her individual ability)
4. Proficiency in the basic life skills
5. Increased self-discipline
6. A sense of belonging
7. An appreciation of governmental responsibility and citizenship
8. The benefits of family involvement in their education

**GOALS:** The challenge has been set by the Bureau of Indian Education, (BIE) and the Office of Indian Education Programs (OIEP) to guide our efforts.

- Students will read independently by third grade
- Students will be proficient or advance in reading and math
- Individual student attendance rate will be 90% or better
- Students will demonstrate knowledge of their language and culture

**POSITIVE BEHAVIOR INTERVENTIONS & SUPPORTS (PBIS):** PBIS is a school wide proactive approach to teaching and supporting positive behaviors and meeting the needs of all students. PBIS Bear expectation: Be Respectful, Be Responsible and Be Safe. This approach focuses on acknowledging students for consistent positive behavior. Expectations are posted in all settings for all students, parents, and staff. Students and classrooms are rewarded with PAW (Positive Attitude Weskewat!) awards for expected behaviors.

**MENOMINEE LANGUAGE & CULTURE:** All students are required to participate in the Menominee Language and Culture classes. Traditional practices are instilled in students by emphasizing respectful behavior, performing traditional rituals, and making everyday decisions based on the Seven Grandfather Teachings. MTS takes pride in our overall inclusion of Menominee Language & Culture into our everyday curriculum.

#### **Afterschool Programming:**

- Monthly Parent Nights with themed events.
- Tutoring & Enrichment.
- Hoop dancing
- Singing & Drumming.
- Regalia making
- Beading

#### **Athletic Programming:**

Cross Country  
Flag football  
Tackle football  
Volleyball  
Basketball  
Softball

- Science Club
- Art, Math and Book Club

Golf  
Track

### **Stories of successes you've had in serving your customers and clients – how are you helping tribal members and positively impacting lives?**

As the school leader, I make the promotion of the Menominee Language and Culture a top priority at MTS. The importance of teaching Menominee Language and Culture is highlighted and listed as of high importance in the MTS Vision, Mission and Goals of the school. I'm making a priority to reach out to the Menominee Community and welcome our communities and family into our school. We have had some success by promoting and highlighting Menominee Language and culture with our PBIS, daily curriculum, and daily routine and instructional requirements. A success story; would be our Back to School Pow-wow. We had 50 family and community members attend this cultural celebration while we were teaching traditional lessons to our students.

### **What changes have you made to service delivery in order to respond to the effects of trauma in our community? What changes or improvements are you considering?**

I am trained in trauma informed care and have experience applying Trauma Informed Care strategies into practice with students. The MTS is fairly new to the Trauma Informed Care. I teach staff about Trauma Informed Care by sharing success stories of Trauma Informed Care implementation experienced with MISD students. A new TIC approach I am trying is providing a debriefing from an emotional situation for both students and staff. I see successful results especially in the form of feeling a sense of belonging and ownership to our school.

### **Improvements you've made during the past year to make access to services easier for Tribal members?**

Improvement would be in technology and parent participation. MTS follows the NASIS student tracking system which is a program designed by the Bureau (BIE). There is a parent component within the NASIS Program developed to assist parents in quick and easy access of their child's academics. The program is called a "Parent Portal." We have made a school goal to get every middle school parent & as many K-5 parents logged into the Parent Portal System as we possibly can. To assist with reaching this goal we provide incentives for students and parents.

### **New programming you are considering to expand services?**

Expand curriculum study would be ideal. I am interested in teaching teachers how to implement their academic curriculum while creating an alignment K-8. I have reached out to the Delores K. Boyd Head Start to work on curriculum alignment with the 4K transition to Kindergarten. Attempts were made to contact MIHS with no response yet. MTS is in need of new Science Curriculum, textbook series and programming. As a team we are working on this.

### **The ways you have participated in Community Engagement efforts aimed at improving community health and improving collaboration among community programs?**

I attended my first CET Community Engagement Meeting October 12, 2015. I worked with the group to develop a 90 day plan of how we would implement Language and Culture.

### **How you are using the goal and objectives from the strategic plan to improve service delivery?**

I became a member of MITW Labor Education and Training Committee. I am excited about this committee. As a team we discuss community and family needs. It's a great time to hear what other Tribal entities are providing in terms of labor, education, and training to the community. There have been excellent discussions with MITW Human Resources Department about how to educate students for employment stability.

### **How you have responded to resolve concerns or complaints received from Tribal members?**

By listening to concerns, providing feedback, and offering as much support as I possibly can. I work hard to keep myself abreast of the latest educational laws developing in the state of Wisconsin as well as other Tribal Schools located throughout the United States.

### **Notable statistics or other data you feel is necessary and appropriate to share with the general membership.**

1. 2015-2016 The Menominee Tribal School was recognized by the Wisconsin Rti/PBIS Network for demonstrating quality teaching while integrating Menominee Language and Culture in daily lessons. 40 visitors from

Department of Public Instruction (DPI) toured our school to see our strong teaching for Language and Culture integration programs.

2. 13 teachers are in an educational advancement program to become a National Board Certified Teacher in the state of Wisconsin. The certification process for National Board Certification is designed to collect standards-based evidence of accomplished practice. In all certificate areas, candidates for National Board Certification are required to complete for components. Components include:
  1. Content knowledge
  2. Differentiation in Instruction (Rti)
  3. Teaching Practice and Learning Environment
  4. Effective and Reflective Practitioner

### Student Enrollment

We ended the 2013-2014 school year with 213 students. Here is the new school year enrollment:

Class	Sept. 8 2014	Sept 8 2015	Oct 2014	Oct 2015
KA	16	14	16	13
KB	17	14	15	14
1A	13	16	13	15
1B	13	15	13	15
2A	15	14	14	15
2B	15	14	15	15
3A	20	15	19	15
3B	0	16	0	16
4	25	18	18	17
5A	15	15	12	14
5B	16	14	13	14
6A	11	14	15	14
6B	12	15	16	15
7A	0	11	19	10
7B	19	13	0	12
8	15	19	14	19
<b>All</b>	<b>222</b>	<b>237</b>	<b>217</b>	<b>233</b>

### Average Daily Attendance

We ended the 2013-2014 school year with a 91.57% average daily attendance rate.

Grade	Sept.	Sept 8 2015	Sept 29, 2015	Oct. 28, 2015
K	98.68	94.44	92.00	92.15
1	94.18	93.80	95.67	93.92
2	97.12	97.32	97.10	94.05
3	97.89	94.44	93.76	93.07
4	95.90	100.00	95.64	93.65
5	96.27	92.73	95.26	95.95
6	94.71	100.00	95.74	95.05
7	98.07	88.17	91.25	92.07
8	94.60	98.68	96.86	92.48
<b>All</b>	<b>96.38</b>	<b>95.33</b>	<b>94.78</b>	<b>93.59</b>

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$59,208	\$ -	\$ 1,903,493	\$ 22,890	\$ -	\$ 1,985,591
Fringe Benefits	29,721	-	857,350	2,904	-	889,975
Travel	-	-	46,275	-	-	46,275
Equipment	-	-	121,916	-	-	121,916
Supplies	-	-	-	81,800	-	81,800
Contractual	-	-	276,358	-	10,000	286,358
Indirect Costs	9,961	-	244,480	9,062	-	263,503
Other Costs: (list below)	-	-	245,108	-	-	245,108
<b>Totals ►</b>	<b>\$98,890</b>	<b>\$ -</b>	<b>\$3,694,980</b>	<b>\$ 116,656</b>	<b>\$ 10,000</b>	<b>\$3,920,526</b>
Fund/Totals Ratio:	2.52%	0.00%	94.25%	2.98%	0.26%	

## Utilities

Marlin Waupoose, Director

The Menominee Tribal Utilities Department provides water and wastewater to the residents of Keshena, Neopit, and Middle Village. Water service only is provided to the residents of Zoar, Trailer Court, and Red Wing communities. Electrical Service is provided to the residents of the Middle Village community only.

**MISSION STATEMENT:** The Menominee Tribal Utility Department shall manage and maintain all utility systems of the Menominee Indian Tribe of Wisconsin as defined by Tribal Ordinance #96-28. The Department shall abide by its policies and procedures and operate within the limits of the department budget. The Department shall also perform other duties as assigned by the Menominee Tribal Legislature, Chairperson, Administrator, and the Menominee Indian Tribe of Wisconsin Community Development Committee.

**DEPARTMENT OVERVIEW:** The Menominee Tribal Utilities Department consists of the Director, Office Administrator, and (3) Utility Operators.

Menominee Tribal Utilities is responsible for:

- The Operations and Maintenance of the Water and Waste water systems for Keshena, Neopit, and Middle Village.
- The Operations and Maintenance of the Water Systems only for Zoar, Trailer Court, and Redwing.
- The Operations and Maintenance of the Electrical System only for Middle Village.

It is policy for Menominee Tribal Utilities to obtain sufficient revenues to pay the cost of:

- The annual debt retirement payments on any bonded indebtedness (sewer & water loans).
- Any required cash reserve account payments (Equipment replacements).
- Operations and Maintenance for water, wastewater, and electrical works, including a reserve fund, through a system of water, wastewater, and electrical service charges. This system assures that each customer of water, wastewater, and electrical works pays a proportionate share of the systems operating costs.

Customers are charged in accordance with the “Menominee Tribal Utilities Schedule of Rates and Fees” which is approved by the Menominee Tribal Legislature by motion. A copy is available for review at the Menominee Tribal Utility Office located at N7600 Go Around Road Keshena Wisconsin.

All customers are classified by the Menominee Tribal Utilities Department as residential or commercial customers. Residential customers in Neopit, Keshena, Trailer Court, Zoar, and Redwing are charged a flat monthly water rate. Residential customers in Middle Village have water meters and are charged a base rate plus a unit price for the volume of water utilized.

Commercial Customers are charged a minimum monthly billing on the basis of customer charge factors, plus a unit price per volume of water utilized.

**CUSTOMER BASE:** The current number of customers that the Menominee Tribal Utilities presently serves is as follows:

Keshena

Residential Sewer and Water - 340  
Commercial Sewer and Water - 62

Neopit

Residential Sewer and Water - 225  
Commercial Sewer and Water - 19

Zoar

Residential Water - 27

Middle Village

Residential Sewer and Water - 72  
Commercial Sewer and Water - 7  
Electric - 81

Trailer Court

Residential Water - 17

Redwing

Residential Water - 21

**WORK PLAN:** The Menominee Tribal Utility Department is responsible for all operational and maintenance activities of Utility owned water, waste water, and electrical systems. The following is a list of these activities:

1. Pump house(s) and water main(s) Operations and Maintenance.
2. Water Tower(s) Operations and Maintenance.
3. Community Fire Hydrant(s) Flushing, Operations and Maintenance.
4. Wastewater Treatment Plant(s) Operations and Maintenance.
5. Wastewater Lift Station(s) Operations and Maintenance.
6. Middle Village Electrical Substation Operations and Maintenance.
7. Middle Village Electrical Distribution System Operations and Maintenance.
8. System(s) Environmental Protection Agency (EPA) Safe Water Drinking Water Sampling.
  - 132 samples taken, analyzed, and tested monthly.
9. System(s) National Pollutant Discharge Elimination System (NPDES) Waste water Sampling.
  - 1704 samples taken, analyzed, and tested monthly
10. Systems Emergency Generator(s) Operations and Maintenance.
11. System(s) Sewer Main(s) Jet Cleaning and Maintenance.
12. System(s) Water Main (s) Valve Operations and Maintenance.
13. System(s) Water and Electrical Meter readings.
14. System(s) Emergency Repairs on Utility owned equipment.
15. System (s) Service(s) Collections.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	Keshena Wastewater	Other Wastewater	MV Electric	Keshena Water	Other Water	TOTALS
Personnel Costs	<b>\$50,188</b>	\$41,335	\$ 10,896	\$50,188	\$49,521	<b>\$202,128</b>
Fringe Benefits	<b>34,697</b>	28,577	7,533	34,697	34,236	<b>139,740</b>
Office Supplies	<b>1,242</b>	1,023	270	1,242	1,225	<b>5,001</b>
Program Supplies	<b>7,697</b>	6,340	1,671	7,697	7,595	<b>31,000</b>
Postage	<b>1,025</b>	600	488	1,552	717	<b>4,382</b>
Minor Equipment	<b>5,000</b>	5,000	-	-	-	<b>5,000</b>
Vehicle Fuel	<b>2,607</b>	2,147	506	2,607	2,573	<b>10,440</b>
Utilities(elect)	<b>41,142</b>	29,185	0	17,341	16,332	<b>104,000</b>
Telephones	<b>2,638</b>	2,606	793	2,059	1,744	<b>9,840</b>
Cellphones & Pagers	<b>255</b>	252	105	475	240	<b>1,327</b>
Heating Fuel	<b>5,500</b>	3,000	-	5,500	400	<b>18,000</b>
Equipment Lease/Rental	<b>360</b>	360	147	342	342	<b>1,551</b>
Property Insurance	<b>5,152</b>	2,578	1,356	4,510	4,510	<b>18,105</b>
Vehicle Insurance	<b>1,044</b>	1,044	417	666	666	<b>3,837</b>
Building Maintenance	<b>1,500</b>	400	-	1,1727	2,280	<b>5,907</b>
Equipment Maintenance	<b>6,609</b>	5,443	1,435	6,609	6,521	<b>26,618</b>
Vehicle Cost	<b>1,256</b>	647	147	804	900	<b>3,754</b>
Contractual	<b>12,415</b>	10,225	2,695	12,415	12,250	<b>50,000</b>

Purchased Power	-	-	99,772	-	-	<b>99,772</b>
Wastewater Analysis	<b>7,510</b>	8,955	-	-	-	<b>16,465</b>
Water Analysis	-	-	-	7,789	7,789	<b>15,576</b>
Interest Expense	<b>22,756</b>	32,629	-	41,295	41,298	<b>137,978</b>
Principle Payments	<b>8,916</b>	12,203	-	15,815	15,812	<b>52,746</b>
Reserve for Replacement	<b>4,566</b>	4,484	-	5,804	5,702	<b>20,556</b>
Indirect Costs	<b>18,284</b>	14,472	2,852	15,822	15,344	<b>66,773</b>
<b>Totals ►</b>	<b>\$ 242,359</b>	<b>\$ 213,504</b>	<b>\$131,1401</b>	<b>\$236,956</b>	<b>\$231,597</b>	<b>\$ 1,055,558</b>
Fund/Totals Ratio:	22.51%	22.96%	16.86%	17.97%	19.70%	
<b>PROGRAM INCOME/REVENUE</b>			<b>FY2015 Fund Balance</b>	<b>FY2015 Amounts</b>		
				<b>Generated</b>	<b>Expended</b>	<b>Balance</b>
Tribal Ordinance			-	37,500	37,500	-
Program Income: Collections, Fees, etc.			(22,813)	592,206	727,423	(112,404)
<b>Totals</b>			<b>\$ (22,813)</b>	<b>\$ 629,706</b>	<b>\$ 764,923</b>	<b>\$ (112,404)</b>

**CRITICAL IMPROVEMENTS:** Following is a list of Critical Improvements completed by Menominee Tribal Utilities Department in 2015

**Keshena Pump House:**

- Serviced chemical feed pumps.
- Repaired a defective chlorine pump injector and associated lines.
- Repaired two water main breaks.
- Replaced a defective exhaust fan.
- Over flowed the two water towers.

**Keshena Wastewater Treatment Plant (Oxidation Ditch):**

- Replaced the sludge pump
- Replaced the DO sensors.
- Repaired two defective frequency drives.
- Serviced the Ultraviolet light disinfection system.
- Cleaned and serviced the Clarifier.
- Cleaned the sludge storage silo.
- Repaired one sewer force main breaks.

**Keshena Lift Station(s):**

- Cleaned and serviced Pine Meadows, Pine Ridge, High School, Tribal, Coop And Lakeview Lift Station pumps and wet wells.
- Performed calibration testing.

**Middle Village Pump House:**

- Serviced chemical feed pumps.
- Serviced power take off unit
- Over flowed the water tower.

**Middle Village Sewage Treatment Plant (Sequencing Batch Reactor):**

- Updated the SBR process controls to improve wastewater treatment - reconfigured by a contractor with assistance from IHS engineers.
- Serviced decanter and cleaned tanks of sludge.
- Serviced macerator.



- Serviced the Ultraviolet light disinfection system.

#### **Middle Village Lift Station:**

- Cleaned and serviced Lift Station pumps and wet well.
- Performed calibration testing.
- Installed new lift station pump seals.
- Replaced air compressor.

#### **Middle Village Electric:**

- Completed annual gas analysis on the three 34.5kv transformers at the substation.
- Installed markers on damaged transformers and pedestals.
- Replaced two underground service secondary feeders.

#### **Neopit Pump House:**

- Serviced chemical feed pumps
- Overflowed the two water towers.

#### **Neopit Wastewater Treatment Plant (Aerated Lagoons):**

- Cleaned treatment ponds of cattails and duckweed.
- Cleaned and serviced the blowers.
- Exercised all lagoon valves.
- Repaired two water main breaks.

#### **Neopit Lift Station(s):**

- Cleaned and serviced Highway 47 and Riverview Lift Station pumps and wet wells.
- Performed calibration testing.

#### **Zoar Pump House:**

- Pumped and cleaned holding tank.
- Serviced chemical feed pumps.

#### **Fire Hydrant Operations and Maintenance:**

- 5 of 5 fire Hydrants were flushed and tested in the Red Wing Water System.
- 8 of 8 Fire Hydrant were flushed and tested in the Zoar Water System.
- 94 of 97 Fire Hydrants were flushed and tested in the Keshena Water System.
- 28 of 28 Fire Hydrants were flushed and tested in the Middle Village Water System.
- 43 of 45 Fire Hydrants were flushed and tested in the Neopit Water System.
- 2 water system blow off station pipes were tested and flushed at the Trailer Court Water System.

#### **Emergency Response Plans:**

- Updated Emergency Response Plans for Keshena, Middle Village, Neopit, Zoar, Trailer Court, and Red Wing waters systems – updated annually.

#### **Other:**

- A run water order was issued throughout all communities served by Tribal Utilities from January 9, 2015 to April 16, 2015.

**COMPLETED PROJECTS:** The following is a list of projects completed with program income by the Menominee Tribal Utilities Department in 2015:

**Keshena Water Main Repairs:**

- Completed a water main break caused by winter conditions located at intersection of Rabbit Ridge Court and Rabbit Ridge Road.
- Completed a water main break caused by winter conditions located at W2817 S. Highway 47.

**Keshena Sewer Main Repairs:**

- Completed a sewer force main repair located at Brookes Lane and S. Highway 47.

**Neopit Water Main Repairs:**

- Completed a water main break caused by winter conditions located at N3598.
- Completed a water main break caused by winter conditions located at N3703.j

**Middle Village Water Main Repairs:**

- Provided oversight on the new water main laterals installed at W5147, W5127, and W5107.
- Provided oversight on the insulating and protection of new water main installed at the new Intersection of County Highway G.
- Provided oversight on the relocating of Electric Power lines by the new intersection of County Highway G.

The following is a list of projects completed with EPA and IHS funding by the Menominee Tribal Utilities Department in 2015:

**Neopit East Basin & Kateri's Creek Basin Sewer Main Replacements:**

- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) will be replaced deficient sewer main in Neopit's East Basin & Kateri's Creek Basin.

**FUTURE PROJECTS:** The following is a list of future improvement projects funded by EPA and IHS funds to be undertaken in 2015 by the Menominee Tribal Utilities Department:

**Pump House Improvements for Keshena, Zoar, & Red Wing:**

- Improvements to include removal of check valves, provisions to monitor for reverse flow to the wells, chemical ventilation improvements, chemical feed improvements, and installation of well security boxes.
- Pine Meadows Lift Station Improvements to include rerouting of piping, installing trash baskets.
- Replacing two existing pumps.

**Pine Ridge Lift Station Abandonment:**

- Removing the old abandoned Lift Station structure located above ground and back filling the area located below grade.

**Coop Lift Station Replacement:**

- Replace two lift station pumps and volutes and install new updated code compliant controls.

## **U**niversity of Wisconsin Cooperative Extension

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Crystal Chapman-Chevalier

The Menominee County Nation UW-Extension (Menominee UWEX) brings the resources and educational programs of the University of Wisconsin to Menominee County communities to strengthen, enrich, and build capacity in local individuals, families, and agencies. Menominee UWEX is able to provide these services through unique partnerships with the Menominee County, Tribe, and area agencies and stakeholders. For over twenty years Menominee UWEX has been providing educational programming and collaboration to Menominee County/Nation agencies and residents.

Currently the Menominee UWEX office includes five educators in four different educational departments; Family Living, 4-H Youth Development, Community Development, and the Wisconsin Nutritional Education Program. Each program is uniquely designed to provide community need-based educational opportunities; which will be conveyed throughout this report.

**Community, Natural Resources, and Economic Development—Jennifer K. Gauthier**  
**715-799-6226 Ext 5713 Email: [jennifer.gauthier@ces.uwex.edu](mailto:jennifer.gauthier@ces.uwex.edu)**

Community, Natural Resources, and Economic Development (CNRED) is a program area within Cooperative Extension that provides Wisconsin citizens with access to University research and knowledge in (1) Leadership and Organizational Development, (2) Strengthening Local Government, (3) Natural Resources, and (4) Economic Development. The flavor of CNRED varies by county and in Menominee County/Nation; programming is reflective of visioning sessions and community needs. Further, CNRED programming is mindful of the collective impact model and coordinates and collaborates with tribal and community partners to integrate local expertise and maximize resources.

Planned work this fiscal year focused on local government, language and culture revitalization, and leadership and organizational development. These projects are on-going and a few may be multi-year projects. There are many instances where community food systems, cultural workshops, and local government, and organizational development, and leadership overlap and complement each other. This annual report will provide an overview of developing program trends and direct education contacts.

**COMMUNITY FOOD SYSTEMS:** As projects progressed through the year, a number of related projects are showing the emergence of a community food system. Local traditions, language, and culture are an important part of this growing initiative and are incorporated within all projects. CNRED was part of the community gardens initiative and completed a community needs assessment, distributed plants and seeds and provided direct garden education, provided community garden workshops, provided opportunities to harvest wild foods, invited local speakers to do native foods demonstrations, and implemented a Master Gardener training. Consolidating and encouraging collaboration remains a focus, **Combined, CNRED had 199 direct educational contacts.**

**CULTURE WORKSHOPS:** CNRED partnered with the College of Menominee Nation on two American Indian College Fund grants aimed at re-introducing traditional Menominee arts. CNRED helped develop project ideas, provided research based presentations, provided Menominee language instruction, and completed and pre and post-tests. The two projects were finger-weaving and quillwork; both arts historically practiced by Menominee. Leadership development naturally became a part of these workshops with most participants feeling qualified to pass the arts on to others. **CNRED had 34 direct educational contacts this fiscal year.**

**LOCAL GOVERNMENT:** Local government work included participation in projects that helped strengthen foundations for organizations, distribution of research based material, introduction to community development, sensitivity training, and participation on the Tribal School improvement team. Completed products include a vision and mission statement for an organization, complete revision of a comprehensive plan, and the development of specific goals and benchmarks related to school improvement and obesity prevention. **CNRED had 147 direct educational contacts this fiscal year.**

Trend areas presented are not reflective of all projects; activities completed by CNRED this fiscal year, and do not include State work, contributions to other Extension programs, and partnerships in community events. To learn more about CNRED, please contact the educator through the information listed above.

**Family Living Educator: Dawn Doperalski 80% FTE**  
**715-799-6226 Ext: 5714 Email: [dawn.doperalski@ces.uwex.edu](mailto:dawn.doperalski@ces.uwex.edu)**

Family Living Programs provides statewide leadership to promote education, resources and partnerships that create an environment where families and their communities can thrive. Family Living's unique and effective programs are developed using university research but are based on local needs assessments and local input. All families need support and resources to develop skills at critical points in their lives. Family Living works to meet these needs by: helping communities explore effective responses to issues affecting families such as poverty, childhood obesity, financial security and aging; serving as catalysts for positive change by providing leadership to ensure that community systems, services and facilities support the healthy functioning of families; increasing knowledge about health, access to safe, nutritious food and parenting practices; and reaching out to diverse families to provide research-based education and resources to help improve quality of life.

Family Living Programs partnered with many local agencies to bring programming to the community. In Menominee County/Nation, the Family Living Educator works with the Community Resource Center, Head Start, the College of Menominee Nation Department of Continuing Education, the Menominee Indian School District, the Menominee Indian

Tribal School, Youth Service Providers, the S. Verna Fowler Academic Library/Menominee Public Library, the Community Engagement Group, Teen Pregnancy Prevention Coalition (workgroup of CEG), the Menominee Wellness Initiative, Youth Empowerment Program, CMN's Early Childhood/Family Engagement/Sacred Little Ones Project and the Teacher Education Department. These partnerships strengthen the programming of the Family Living Program and also provide a venue for offering a variety of programs – from parenting to basic budgeting.

In a visioning session held on October 8, 2012 for the Family Living position, "Family Management" ranked as the 3<sup>rd</sup> highest priority area. The top priority was "Preparedness for Education, job readiness (for adults and youth)", an area that is affected by family relationships and involvement in the education process. Other priority areas are also strongly influenced and intertwined with Family Management, including "Culture and Values, Relationships, and Respect", "Financial Management", and "Health/Healthy Living, and consequences of non-healthy choices".

23 Menominee County/Nation residents signed up for one-on-one financial coaching through UWEX Family Living Programs this year. 17 of those residents came for at least one meeting and learned the basics of tracking expenses and completing a spending plan/budget. Financial topics were also offered as classes, including "Couponing and Smart Shopping", "Managing Personal Finances in Tough Times", "Rent Smart", "Budgeting Basics", "Just Saving My Money" (youth savings activity), and Teaching Children Money Habits for Life. 70 Menominee Nation members participated in these classes – 41 were female and 29 were male.

Parenting/Family Management classes were held on topics such as Positive Discipline, Power Struggles and Temper Tantrums (twice), Stress Breakers for Parents, Sensory Play, Creating a Routine, and Limiting Screen Time. 55 people participated in these classes. 54 were female and 1 was male.

Additional topics were held, including "After the Interview", "Girls Night Out", and "Eating Well and Being Active", resulting in another 44 participants. The Family Living Educator has a column, "Menominee Family Corner", in each edition of the Menominee Nation News. The Family Living Educator wrote a Fact Sheet for Middle Schoolers last year, which went out to all 6<sup>th</sup> grade students at the Menominee Indian Middle School and the Menominee Tribal School this year. The educator also has a texting program for parents of 3 and 4 year olds. They receive a weekly text from her with a strategy they can use at home to help prepare their children for school. 10 people participated in the program.

The Family Living Educator has been very active in the Community Engagement effort. She served as the chairperson of the "School Readiness" Workgroup, as a member of the "Teen Pregnancy" workgroup, a member of the "Childhood Obesity" Workgroup, and as the chair of the "Food Sovereignty" Workgroup. She is an active member of the back bone team for the Menominee Wellness Initiative and has become a member of the Physical Activity sub-group. Through that sub-group, she has completed a survey of Tribal members on where they are participating in physical activity on the reservation and what some possible barriers may be.

The Family Living Educator has partnered with the 4-H Youth Development Educator on the Children, Youth and Families At-Risk (CYFAR) Grant. This grant is a 5 year grant through USDA's NIFA (National Institute of Food and Agriculture). The grant is being used to start the Nicianak 4-Health program and involves three components: starting two 4-H clubs (one in Keshena and one in Neopit), holding a parent/caregiver component which includes parenting classes, newsletters, and social media and the development of family events to accompany the first two components. The overall goal of the grant is to improve the health and well-being of participants and, in the long run, the health of the community. The first half of the year included activities to introduce the program to the community and to get initial participation. The second half of the year focused on the official start of the program. March focused on Cultural Arts and there were 5 participants. April focused on physical activity and 27 youth and adults participated. In May, 6 participants created a Mother's Day gift and planted flower seeds. June included a field trip to the Sustainable Development Institute and the planting of a 4-H Pumpkin Patch. 8 youth and adults attended. In August, a family event was held. 47 children and adults went on a field trip to the NEW Zoo in Suamico. A formal kick-off event was held in September. Youth did a nature walk and the adults created a pictorial schedule for their kid's morning or bedtime routine. 30 youth and adults attended. The first meeting of October looked at "My Health Schedule", where there were 26 involved. The second meeting in October focused on learning the sport of tennis and parents were given the option to learn about "Limiting Screen Time". 31 youth and adults attended. The Neopit location has focused on working with youth at the Woodland Boys and Girls Club. Additional programming with parents in Neopit will begin in 2016.

#### **4-H Youth Development- Crystal Chevalier**

**715-799-6226 Ext: 3234 Email: [crystal.chevalier@ces.uwex.edu](mailto:crystal.chevalier@ces.uwex.edu)**

4-H Youth Development prepares young people to make positive impacts in their communities through research based educational programs that utilize the experiential learning model and build capacity within individuals through the essential elements of belonging, mastery, generosity, and independence. The Menominee UWEX 4-H Youth Development Educator is a unique partnership with the University of Wisconsin and the College Menominee Nation that began in 2012. This partnership has been the foundation of various collaborative projects that serve the local youth. These projects

include the Summer Transportation Institute (STI) a six week day camp that studies the science and careers that drive the transportation industry. The STI project is funded by the Wisconsin Department of Transportation and the Federal Highway Administration, and has been awarded annually to the College of Menominee Nation for the past sixteen years, with the 4-H Youth Development Educator serving as Director for the last four years. This year's programs took place with 15 middle school students in Keshena from June 15th through July 1st and at the CMN Green Bay campus with 14 middle school students from July 13th through July 29th. In addition the 4-H Youth Development Educator works closely with the Menominee Youth Empowerment Program; a five year grant aimed at improving health and capacity and is funded by the Office of Minority Health. This grant consisted of a cohort of 60 students in grades 6, 7, 8 at the grant's start, and currently consists of 53 students currently in grades 9, 10, 11. Regularly scheduled programs occur weekly throughout the school year and for a week long in each summer months. The 4-H Educator participates as an MYEP Advisory Board member and also assists with planning and education.

The Children Youth and Families at Risk grant is a collaborative program between 4-H and Family Living and is a large grant program which is funded by the National Institute of Food and Agriculture that works at increasing the overall health of families and the local community. This program began in FY 14/15 and has held three talking circle, community assessment events and nine educational events with a total of 124 individual contacts. The goal of this program is to initiate sustainable 4-H clubs and increased opportunities for positive youth development in the areas of health and culture, in addition to strengthening families through the offering of positive parenting programs. The program continues to grow and has now incorporated a partnership with the Woodland Boys & Girls Club.

The 4-H Youth Development Educator also assists with a variety of community collaborative programs including the Breakfast with Santa event where 34 youth were provided a holiday ornament construction project, the Winter Roundhouse where a cultural arts program was provided to 28 youth participants including a reenactment of Menominee Legends, the Menominee Teen Summit where the 4-H Educator participated on the planning committee, event implementation, and evaluation of this successful event that served 503 students.

Menominee UWEX initiatives include the Freaky Family Fun Night held on October 30<sup>th</sup>, 2014 which featured a Halloween Carnival theme and was attended by over 150 community members. The Menominee Resource Fair was held on November 4, 2014 and was resultant of a UW-Extension Innovative Grant for the North Central Region which was awarded to Menominee County/Nation for efforts to increase community resource advocacy through the creation of the Resource Guidebook "Menikan Masenahekan" which listed over 80 local agencies of assistance to Menominee families. This event was a huge success with over 30 featured agencies participating and over 100 community members in attendance to receive their Resource Directory. On August 3, 2015 the 4-H Youth Development Educator in collaboration with the Menominee UW-Extension office held the Strong Girls Future Leaders event with 84 participants who took part in the promotional art contest, leadership luncheon, educational activities, and inspirational speaker.

The 4-H Youth Development Educator attends Community Engagement meetings, schedule permitting, and utilizes various forms of communication including print, social media, websites, mailings, email list serves, and flyers postings to ensure the local community is aware of upcoming programs. For more information about the 4-H Youth Development program, please refer to the educator contact information listed above.

### **Wisconsin Nutritional Education Program- Currently Vacant 715-799-6226 Ext: 6039**

The Menominee UWEX Nutrition Education Program is funded by Federal Supplemental Nutrition Assistance Program Nutrition Education (SNAP-Ed) dollars and is a partnership between Menominee and Shawano counties sharing one WNEP Program Coordinator and two Educators. The focus of WNEP is to provide education to families with limited income to assist in their ability to choose, purchase, and prepare healthy meals through wise use of food dollars. WNEP partners with many local agencies and schools to provide these educational services. WNEP is currently in the recruitment and hiring phase for the two vacant positions located at Menominee. For more information about these services or any program provided by UWEX Menominee please contact the educators through the information provided.

<b>Category Description</b>	<b>FISCAL YEAR 2015 CONSOLIDATED Budget</b>					
	<b>TRIBAL</b>	<b>Program Income</b>	<b>Federal</b>	<b>State</b>	<b>Other</b>	<b>TOTALS</b>
Personnel Costs	\$ -	\$ -	\$ -	\$ 105,699	\$ -	<b>\$105,699</b>
Fringe Benefits	-	-	-	49,044	-	<b>49,044</b>
Travel	<b>3,000</b>	-	7,088	1,737	760	<b>12,585</b>
Training	<b>790</b>	-	7,088	3,500	900	<b>12,278</b>

Supplies	<b>4,246</b>	-	16,656	7,130	-	<b>28,032</b>
Contractual	<b>1,156</b>	-	-	137,096	46,138	<b>184,390</b>
Indirect Costs	-	-	-	25,066	-	<b>25,066</b>
Other Costs: (list below)	<b>1,800</b>	-	63,420	5,000	-	<b>70,220</b>
<b>Totals ►</b>	<b>\$ 10,992</b>	<b>\$ -</b>	<b>\$ 94,252</b>	<b>\$334,272</b>	<b>\$ 47,798</b>	<b>\$487,314</b>
Fund/Totals Ratio:	2.26%	0.00%	19.34%	68.59%	9.81%	

## Woodland Boys & Girls Club

Ron Corn, Executive Director

Please accept this letter as the official annual report for the Woodland Boys & Girls Club (WBGC) for FY2015. WBGC is a non-profit 501(c) (3) organization funded in great part by a MITW Grant and provides youth services and programs out of the club in Neopit. The mission of WBGC is to enable all young people especially those who need us most to reach their full potential as productive, caring and responsible citizens. With the ongoing financial support of MITW and others, the club had a great year and we are looking to improve in 2016. Financially the Club took a loss this year however the Club's financial position remains solid. Sources of funding include but are not limited to; grants, individual gifts, corporate gifts, and fundraising activities.

The club delivers youth programs and services out of the Neopit site. However, the doors are open to all youth on the reservation. Currently WBGC is staffed with two full-time employees and six part-time employees who are trained to help kids mentally, physically, emotionally, and spiritually. Our programs are designed to help kids to be successful academically through tutoring, homework help, interactive computer programs designed to increase reading and math skills, and mentoring. The Club provides a healthy snack and nutritious meal daily and engages kids in one hour of physical activity to improve health and wellness. We offer a variety of cultural relevant programs and activities designed for the Native Youth we serve. Volunteers are recruited and used as much as possible. The club was able to increase membership from 64 to 141 over the year. Of the 141, 68 are female, and 73 are male, 87 are preteens, and 54 are teens; average daily attendance remains about 38. The Club has goals of increasing membership by 20% for the next year. We utilize an incentive based approach to getting kids to participate in our mandatory programs which has been very successful for us.

The club hosts a number of Community Events during the year and participates in many other Tribal programs and activities. Most notably the Annual Pow Wow, Community dinner, Easter Egg hunt, Fireworks Display and more where the attendance can be as high as 300. WBGC continues to have a pantry style food giveaway once a month made possible through Feeding America. We sponsor a number of fundraising activities during the year including a well sponsored golf tournament and plan to bring the Rez Ride back as it is a great money maker.

In summary the club provides much needed programs and services to the youth of the reservation. We help to build community. We are able to take the Tribal Grant and increase it by more than 100%, which we believe to be a great investment by the Tribe. We employ Tribal members and train them to become youth development specialists. We help kids with career development and expose them to opportunity beyond high school. Your continued support is needed to help build a brighter future for the great Menominee Nation. Maec Waewaenen.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 127,131
Fringe Benefits	-	-	-	-	-	22,042
Travel	-	-	-	-	-	5,631
Training	-	-	-	-	-	876
Equipment	-	-	-	-	-	2,644
Youth	-	-	-	-	-	17,512



Supplies/Events						
Contractual	-	-	-	-	-	<b>10,600</b>
Utilities	-	-	-	-	-	<b>8,947</b>
Kitchen Remodel	-	-	-	-	-	<b>7,973</b>
Vehicle	-	-	-	-	-	<b>3,449</b>
Other	-	-	-	-	-	<b>9,219</b>
<b>Totals ►</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 216,024</b>
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	N/A	
<b>PROGRAM INCOME/REVENUE</b>			<b>FY2014 Fund Balance</b>	<b>FY2015 Amounts</b>		
				<b>Generated</b>	<b>Expended</b>	<b>Balance</b>
			\$ 35,918	\$211,886	\$216,024	\$ (4,138)
<b>Totals</b>			<b>\$35,918</b>	<b>\$211,886</b>	<b>\$216,024</b>	<b>\$ (4,138)</b>

## Youth Development & Outreach

Michael Waupoose, Director

**DESCRIPTION OF THE DEPARTMENT:** During FY2015, the Youth Development & Outreach Department (YDO) was comprised of five employees: Adolescent Health Educator, Youth Advocate, Daughters of Tradition Coordinator, Sons of Tradition Coordinator, and a YDO Director. YDO is also a member of the Nataenawemakanak “All of my Relatives” Coalition and the Maehnow Pematesen “Living in a Good Way” Coalition. YDO aims to help strengthen youth and families by providing support to them. The department does this by providing healthy and safe events and activities that are AODA free. This allows for youth and parents to engage in activities together that promote a safe and healthy atmosphere so that families can strengthen their relationships with each other as well as themselves.

**DEPARTMENT HIGHLIGHTS:** FY2015 was YDO’s first full year that the Department was located at the Menominee Recreation Center. The move has proven to be successful for YDO programming and collaboration and helped YDO to collaborate more youth and family activities within the Menominee Reservation through financially sponsoring/co-sponsoring events and staff involvement with planning and program implementation. During this past fiscal year, YDO was able to serve 5,248 duplicated youth (total included families) directly and collaboratively. Some of the more successful events included the End of the Summer Celebration, Halloween Activities, Holiday Dance Party, and the Chem-Free Post Prom Party. Attendance at these events alone was over 800. Another highlight was the Toys for Tots Toys Initiative with Toys for Tots being able to serve 700 youth this past year. A large contributor to the number of youth served was due to the success of the 2014 Toys for Tots Penny War. The Penny War itself raised an amazing \$9,000.36. Participants in the 2014 Toys for Tots Penny War included: Menominee Tribal Enterprise, MITW Community Resource Center, MITW Head Start, MITW Dept. of Transportation, Menominee Tribal Clinic, College of Menominee Nation, Menominee County Human Services, MITW Daycare, MITW Law Enforcement Center, Menominee Casino Resort, MITW Aging/CBRF, & Maehnowesekiyah Wellness Center.

**DESCRIPTION OF SERVICES PROVIDED BY THE DEPARTMENT:** The Youth Development & Outreach Department had a total of 13 programs to offer. Below are brief descriptions of each program.

**Youth Alliance** Group is comprised of middle school & high school youth that are interested in sponsoring and volunteering at various community activities and events. Each member is expected to be a positive role model in the community and staying alcohol & drug free. Youth Alliance members also receive incentives for their hard work throughout the year, which includes trips and prizes.

**Daughters & Sons of Tradition** programs are prevention-based afterschool and summer programs for youth ages 8-17 that promote positive youth development while including additional cultural components and reinforcements.

**C.H.O.I.C.E.S., Adolescent Parent Self-Sufficiency, and Adolescent Pregnancy Prevention** programs focus on youth ages 10 & older to address puberty, hygiene, self-esteem, career goals, education to all youth regarding teen parenting pregnancy, and sex education.



**Badges for Baseball** program is a summer program where youth ages 7-16 learn the fundamentals of baseball & softball while following the also being taught the Healthy Choices, Healthy Children curriculum to help youth use interpersonal communication and positive decision making.

**Alternative Routes Program** is for youth ages 11-17 and addresses underage drinking & curfew.

**Advocacy Program** is for youth ages 11-19. This program is one-on-one and focuses on helping the youth overcome obstacles they are faced with (i.e. habitual truancy, school attendance, low grades, and family relationships).

**Truancy Reduction Program** is a truancy program to help increase school attendance and academic performance for youth ages 11-17. Youth also address peer pressure and long-term & short-term goal setting.

**Mentoring** is for youth ages 4-17 that are in need of a positive role model in their life to help give the youth support, guidance, and to also engage them in positive and healthy activities.

**Positive Indian Parenting** classes are held quarterly in collaboration with the Maehnowesekiyah Wellness Center. These parenting classes go through 8 lessons & discussion that help teach parenting skills to help individuals have a healthy family.

**Toys for Tots.** This initiative helps provide Menominee youth and families with toys during Christmas time. Money for the Toys for Tots Initiative is raised throughout the fiscal year. This includes private donations, fundraisers, and voluntary payroll deductions for MITW employees.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 38,052	\$ -	\$ 86,726	\$ 64,185	\$ -	\$ 188,964
Fringe Benefits	11,709	-	28,563	15,315	-	55,586
Travel	430	-	1,226	2,097	-	3,754
Training	684	-	13,039	325	-	14,048
Equipment	-	-	1,051	-	-	1,051
Supplies	4,327	-	6,183	5,208	-	15,718
Space Lease/Rental	1,924	-	3,883	3,303	-	9,109
Indirect Costs	5,631	-	14,986	10,597	-	31,214
Other Costs: (list below)	1,852	-	29,171	22,134	-	53,157
Photocopies	437	-	574	288	-	1,299
Program Activities	797	-	19,650	18,031	-	38,479
Vehicle Costs	447	-	1,786	-	-	2,233
Vehicle Insurance	282	-	1,127	-	-	1,409
Supportive Services	9	-	34	43	-	85
Participant Incentives	-	-	-	3,772	-	3,772
Donations	-	-	6,000	-	-	6,000
<b>Totals ►</b>	<b>\$ 66,581</b>	<b>\$ -</b>	<b>\$ 213,999</b>	<b>\$ 145,297</b>	<b>\$ -</b>	<b>\$ 425,877</b>
Fund/Totals Ratio:	15.63%	0.00%	50.25%	34.12%	N/A	
PROGRAM INCOME/REVENUE			FY2014 Fund Balance	FY2015 Amounts		
				Generated	Expended	Balance
Menominee Toys For Tots			\$ 4,275	\$ 12,488	\$ 12,411	\$ 77
<b>Totals</b>			<b>\$ 4,275</b>	<b>\$ 12,488</b>	<b>\$ 12,411</b>	<b>\$ 77</b>

## Appendix A

# Financial Report

Gregory Smith, Financial Manager

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The Finance Department provides the accounting functions of the Menominee Indian Tribe of Wisconsin, which consist of Payroll, General Ledger, Accounts Receivable, Accounts Payable and fiscal reporting to various funding agencies. The Department assists directors and program staff with understanding the contract/grant fiscal responsibilities. As part of Indirect Cost, the department is a required support service for all departments of the Tribe.

The Department consists of a director, accounting supervisor, seven accountants, an accounts payable coordinator, two accounts payable clerks, an accounts receivable coordinator, three accounts receivable technicians, a payroll coordinator, a payroll technician, a system support specialist and an accounting clerk/receptionist.

**SIGNIFICANT EVENTS:** The previous Finance Manager retired in July 2015 after 40 years of service in the Finance Department. A new manager was hired on July 6, 2015.

The Tribe's current financial accounting system has an end date during FY2016. The initial system selected was determined to not be in the best interest of the organization after initial consultations. The Finance Manager along with members of the Administrative Committee is continuing the quest to find the most compatible system which will meet the complex needs of the Tribe.

Tribal Departments along with the Finance Department received excellent reviews regarding the accountability of funds through the following:

- Tribe's Single Audit conducted by McGladrey LLP
- Federal Reviews:
  - Bureau of Indian Affairs (BIA) – Highway Safety and Social Services
  - Health and Human Services (HHS) – Community Resource Center (CRC)
  - Office of Justice – Courts, Law Enforcement, Youth Development and Outreach, Maehnowesekiyah and Aging
  - Department of Agriculture – Middle Village Apartments
- State Reviews:
  - Department of Public Instruction (DPI) – Head Start and Day Care

The Finance Department does generate revenue from miscellaneous requests from individuals and employees. Revenue for FY2015 totaled \$39,786.

The below information is the financial information for FY2015. This is a preliminary report to categorize the activity processed through October 23, 2015. The Finance Department is still working on closing the fiscal year as of the date of this report. The Tribe is required to be financially accountable to the Federal, State and Tribal Government. Over ninety two million dollars (92,000,000) was received this fiscal year and the following reports identify the amounts by each department, funding source and services provided.

The following are included:

- Balance Sheet:
  - Includes Investments (Reserve, Burial, Education, Healthcare Judgment Funds).
- FY2015 Budgets by Ordinance Format:
  - Tribal Budget
  - Restricted Use Budget
- Total Expenditure Report by Departments of the Tribe which include:
  - Expenditures by Service Program
  - Expenditures by Funding Source; Federal, State and/or other.

General Funds - Balance Sheet September 30, 2015	
<b>Assets</b>	
<b>Cash and Investments:</b>	
General Checking	891,130
Money Market Account	3,343,618
<b>Investments:</b>	
Reserve Account	2,611,207
Per Cap/Stumpage	157,447
Education Judgment Funds	4,970,738
Health - Judgment Funds	2,449,926
Burial - Judgment Funds	2,280,742
<b>Total Cash and Investments</b>	<b>16,704,808</b>
<b>Accounts Receivable:</b>	
Individuals	77,733
Menominee Casino/Bingo Hotel	190,490
Menominee Kenosha Gaming Authority	537,500
<b>Total Accounts Receivable</b>	<b>805,723</b>
<b>Total Assets</b>	<b>17,510,531</b>
<b>Liabilities and Fund Balance</b>	
Accounts Payable	56,786
<b>Total Liabilities</b>	<b>56,786</b>
<b>Fund Balance</b>	
Reserved - Per Cap/Stumpage	115,040
Restricted - Judgment Funds	9,579,787
Unreserved	5,061,355
<b>Fund Balance</b>	<b>17,453,745</b>
<b>Total Liabilities and Fund Balance</b>	<b>17,510,531</b>

<b>MENOMINEE INDIAN TRIBE OF WISCONSIN</b> <b>FY 2015 TRIBAL BUDGET</b> <b>REVENUE</b>				
<b>PERIOD COVERED</b> <b>Oct. 2014 - September 2015</b>	<b>APPROVED</b> <b>BUDGET</b>	<b>12</b> <b>MONTHS</b> <b>YEAR TO</b> <b>DATE</b>	<b>BUDGET</b> <b>BALANCE</b> <b>Over</b> <b>(Under)</b>	<b>PERCENT</b> <b>RECEIVED</b>
<b>GENERAL FUNDS</b>				
Aging/CBRF	513,108	564,554	51,446	110.03%
Community Development	89,793	41,045	(48,748)	45.71%
Consolidated Gaming/Hotel	6,600,000	6,820,000	220,000	103.33%
Casino - Found Money	-	19,000	-	-
Court Fines and Fees	168,433	205,397	36,964	121.95%
Early Child Care Services - Day Care	432,732	271,656	(161,076)	62.78%
Enrollment	3,285	5,972	2,687	181.80%
Environmental Services	21,302	6,175	(15,127)	28.99%
Gaming Commission	23,050	38,807	15,757	168.36%
Interest Income	10,000	14,344	4,344	143.44%
Law Enforcement	15,500	16,916	1,416	109.14%
Law Enforcement - Safe Monies	27,106	-	(27,106)	0.00%
Legal Services	40,000	33,500	(6,500)	83.75%
License & Permits	195,594	217,249	21,655	111.07%
Menominee Fuel Station	119,065	-	(119,065)	0.00%
Menominee Nation News	50,118	54,625	4,507	108.99%
Menominee Nation Pow Wow	45,000	51,591	6,591	114.65%
Other Miscellaneous Income:				
Finance	41,435	39,786	(1,649)	96.02%
Historic Preservation	4,000	4,063	63	101.58%
Property Management	70,400	12,143	(58,257)	17.25%
Recreation	500	26	(474)	5.20%
Other	-	1,548	1,548	-
Tribal Tax			-	
Cigarette Tax	986,489	884,013	(102,476)	89.61%
Tobacco Tax	22,171	19,464	(2,707)	87.79%
<b>Cigarette/Tobacco Sub-Total</b>	<b>1,008,660</b>	<b>903,477</b>	<b>(105,183)</b>	<b>89.57%</b>
Construction Tax	35,969	27,780	(8,189)	77.23%
Fireworks	360	360	-	100.00%
Gas Tax	35,000	39,747	4,747	113.56%
Hotel Room Tax	74,915	82,166	7,251	109.68%
<b>GENERAL FUND SUB-TOTAL</b>	<b>9,625,325</b>	<b>9,471,927</b>	<b>(172,398)</b>	<b>98.41%</b>
Clinic Loan	218,110	-	(218,110)	0.00%
Housing Loan	218,111	-	(218,111)	0.00%

Transfers from Reserve	33,094	-	(33,094)	0.00%
<b>PROGRAM RESTRICTED FUNDS</b>				
<b>Aging &amp; Long-Term Care (Non-CBRF)</b>	<b>186,915</b>	<b>140,402</b>	<b>(46,513)</b>	<b>75.12%</b>
<b>Child Support</b>	<b>15,300</b>	<b>14,330</b>	<b>(970)</b>	<b>93.66%</b>
<b>Housing Non-Program</b>	<b>242,241</b>	<b>394,647</b>	<b>152,406</b>	<b>162.92%</b>
<b>Lending Funds: 210,296</b>				
<b>Loan Fund</b>	<b>167,660</b>	<b>200,829</b>	<b>33,169</b>	<b>119.78%</b>
<b>Revolving Loan Fund</b>	<b>19,386</b>	<b>40,943</b>	<b>21,557</b>	<b>211.20%</b>
<b>HUD/CDBG - Home Repair</b>	<b>18,000</b>	<b>24,084</b>	<b>6,084</b>	<b>133.80%</b>
<b>Down Payment Loan</b>	<b>250</b>	<b>2,733</b>	<b>2,483</b>	<b>1093.20%</b>
<b>Emergency Fuel Loan</b>	<b>5,000</b>	<b>6,431</b>	<b>1,431</b>	<b>128.62%</b>
<b>Maehnowesekiyah</b>	<b>378,110</b>	<b>479,388</b>	<b>101,278</b>	<b>126.79%</b>
<b>Maintenance Space Rental</b>	<b>517,627</b>	<b>444,038</b>	<b>(73,589)</b>	<b>85.78%</b>
<b>Transportation</b>	<b>1,679,143</b>	<b>2,254,478</b>	<b>575,335</b>	<b>134.26%</b>
<b>Utilities</b>	<b>904,080</b>	<b>744,533</b>	<b>(159,547)</b>	<b>82.35%</b>
<b>TOTAL REVENUE</b>	<b>14,228,352</b>	<b>14,218,763</b>	<b>(28,589)</b>	<b>99.93%</b>

<b>MENOMINEE INDIAN TRIBE OF WISCONSIN FY 2015 TRIBAL BUDGET EXPENSES</b>				
<b>PERIOD COVERED</b>		<b>12 MONTHS</b>	<b>BUDGET</b>	
<b>Oct. 2014 - September 2015</b>	<b>APPROVED</b>	<b>YEAR TO</b>	<b>BALANCE</b>	<b>PER-</b>
<b>GENERAL FUNDS</b>	<b>BUDGET</b>	<b>DATE</b>	<b>(Over) Under</b>	<b>CENT USED</b>
Act 161	50,000	50,000	-	100.00%
Aging - CBRF	287,947	298,020	(10,073)	103.50%
Aging & Long - Term Care (Non-CBRF)	413,653	428,066	(14,413)	103.48%
Chicago Community Center	8,075	4,038	4,037	50.01%
Child Support Match	150,051	157,224	(7,173)	104.78%
College of Menominee Nation	198,667	198,667	-	100.00%
College of Menominee Nation - Library	148,188	148,188	-	100.00%
Community Development	472,500	408,799	63,701	86.52%
Community Funding Requests	18,647	17,705	942	94.95%
Conservation Supplement	339,642	343,340	(3,698)	101.09%
Contingency	10,000	9,197	803	91.97%
Courts Professional Fees	40,000	33,219	6,781	83.05%
Courts Supplement	291,174	203,260	87,914	69.81%
Early Child Care Services - Daycare	739,981	347,443	392,538	46.95%
Elder Home Preservation Program	100,000	93,735	6,265	93.74%
Election Commission	81,108	89,340	(8,232)	110.15%
Emergency Management	129,946	92,816	37,130	71.43%
Enrollment Supplement	69,176	68,580	596	99.14%
Environmental Serv. Supplement	169,836	72,728	97,108	42.82%
Fire Protection	50,000	50,000	-	100.00%
Food Distribution Match	111,033	109,518	1,515	98.64%
Gaming Commission	562,279	544,236	18,043	96.79%
Grant Match Funds	5,000	-	5,000	0.00%
Head Start - Supplement	465,048	433,596	31,452	93.24%

Historic Preservation	237,513	223,716	13,797	94.19%
Insurance/MRBG/Property Deductible	19,800	10,095	9,705	50.98%
Intergovernmental Affairs	96,554	92,930	3,624	96.25%
Johnson O'Malley Supplement	39,248	10,521	28,727	26.81%
Language & Culture Comm.	168,807	150,935	17,872	89.41%
Law Enforcement Supplement	1,032,245	903,066	129,179	87.49%
Law Enforcement - Detention Supp.	450,269	438,246	12,023	97.33%
LEC - Emergency Transports	13,061	10,511	2,550	80.48%
Legal Services	308,320	285,139	23,181	92.48%
Lending & Tribal Tax	59,794	50,152	9,642	83.87%
License & Permits	142,114	158,414	(16,300)	111.47%
Maehnowesekiyah Supplement	323,533	286,428	37,105	88.53%
Maintenance - Courthouse	9,195	69,643	(448)	100.65%
Menominee Indian Boxing Club	8,075	7,463	612	92.42%
Menominee Nation News	272,033	269,082	2,951	98.92%
Milwaukee Area Tribal Office	11,769	10,529	1,240	89.46%
Neopit Community Center	8,075	8,075	-	100.00%
Operation Tribal Government	523,735	451,427	72,308	86.19%
Pow Wow - Menominee Nation Annual	71,250	65,813	5,437	92.37%
Probation Supplement	133,472	95,214	38,258	71.34%
Property Management	45,000	-	45,000	0.00%
Prosecutor Supplement	134,236	101,241	32,995	75.42%
Recreation	153,572	153,327	245	99.84%
Social Services Supplement	420,676	404,543	16,133	96.16%
South Branch Community Center	8,075	8,075	-	100.00%
Tribal Facilities Repairs Maintenance	8,892	4,856	4,036	54.61%
Tribal School	150,305	150,305	-	100.00%
U. W. Extension	10,992	8,244	2,748	75.00%
Veterans of Menominee Pow Wow	5,900	5,900	-	100.00%
Veterans Service Officer	29,428	22,071	7,357	75.00%
Woodland Youth Boys & Girls Club	98,631	98,631	-	100.00%
Youth Development & Outreach Supp.	81,527	66,602	14,925	81.69%
Zoar Ceremonial	8,075	8,021	54	99.33%
Zoar Fire Station	7,025	2,719	4,306	38.70%
<b>GENERAL FUND SUB-TOTAL</b>	<b>10,063,147</b>	<b>8,833,649</b>	<b>1,229,498</b>	<b>87.78%</b>
<b>GENERAL FUND PROFIT/(LOSS)</b>		<b>638,278</b>		
<b><u>PROGRAM RESTRICTED FUNDS</u></b>				
<b>Aging &amp; Long-Term Care (non-CBRF)</b>	<b>186,915</b>	<b>81,972</b>	<b>104,943</b>	<b>43.85%</b>
<b>Child Support</b>	<b>15,300</b>	<b>14,330</b>		
<b>Housing Non-Program</b>	<b>242,241</b>	<b>82,793</b>	<b>159,448</b>	<b>34.18%</b>
<b>Lending</b>	<b>159,986</b>	<b>143,314</b>	<b>16,672</b>	<b>89.58%</b>
<b>Maehnowesekiyah</b>	<b>367,613</b>	<b>389,889</b>	<b>(22,276)</b>	<b>106.06%</b>
<b>Maintenance - Space Rental</b>	<b>510,684</b>	<b>499,902</b>	<b>10,782</b>	<b>97.89%</b>
<b>Transportation</b>	<b>1,626,910</b>	<b>2,150,242</b>	<b>(523,332)</b>	<b>132.17%</b>
<b>Utilities</b>	<b>1,055,558</b>	<b>764,923</b>	<b>290,635</b>	<b>72.47%</b>
<b>TOTAL EXPENSES</b>	<b>14,228,354</b>	<b>12,961,014</b>	<b>1,266,370</b>	<b>91.09%</b>
<b>TOTAL PROFIT/(LOSS)</b>		<b>1,257,749</b>		

<b>MENOMINEE INDIAN TRIBE OF WISCONSIN</b> <b>FY 2015 RESTRICTED USE BUDGET</b> <b>REVENUE</b>					
<b>PERIOD COVERED:</b> <b>October 2014 - September</b> <b>2015</b>  <b>Preliminary</b>	<b>APPROVED</b>  <b>BUDGET</b>	<b>CURRENT</b>  <b>MONTH</b>	<b>YEAR TO</b>  <b>DATE</b>	<b>BUDGET</b>  <b>BALANCE</b> <b>Over</b> <b>(Under)</b>	
Judgment Funds:					<b>August</b>
Education	318,198	10,803	138,490	179,708	127,687
Burial	246,335	21,964	240,898	5,437	218,934
Healthcare	156,667	44	156,667	-	156,623
<b>Compact Credits:</b>					
County Inter-Local	100,000	100,000	100,000	-	-
Communitywide Services (Utilities and Transportation)	200,000	200,000	200,000	-	-
Housing - Restricted (Fund Balance)	1,296,582	191,189	507,543	789,039	316,354
<b>SUB-TOTAL</b>	<b>2,317,782</b>	<b>524,000</b>	<b>1,343,598</b>	<b>974,184</b>	<b>819,598</b>
Tobin Estate Funds	18,498	18,498	18,498	-	0
Trani Estate Funds	113,122	-	112,126	996	112,126
Casino Found Money	20,146	600	6,663	13,483	6,063
Clinic I.H.S. Settlement Funds	587,500	126,632	253,255	334,245	126,623
<b>TOTAL REVENUE</b>	<b>3,057,048</b>	<b>543,098</b>	<b>1,734,140</b>	<b>988,663</b>	<b>937,787</b>



<b>MENOMINEE INDIAN TRIBE OF WISCONSIN</b> <b>FY 2015 RESTRICTED USE BUDGET</b> <b>EXPENSE</b>					
<b>PERIOD COVERED:</b>	<b>APPROVED</b>	<b>CURRENT</b>	<b>YEAR TO</b>	<b>BUDGET</b>	
<b>October 2014 - September 2015</b>	<b>BUDGET</b>	<b>MONTH</b>	<b>DATE</b>	<b>BALANCE (Over) Under</b>	
Act 161	100,000	75,000	100,000	-	25,000
Aging - CBRF	156,667	44	156,667	-	156,623
Agriculture and Academic Research	212,500	72,594	198,630	13,870	126,036
Burial Assistance	246,335	21,964	240,898	5,437	218,934
Child Protection Code	19,494	19,494	19,494	-	-
Education Supplement (Grants)	218,900	10,803	39,192	179,708	28,389
Elder Activities	11,955	601	1,273	10,682	672
Emergency Management	375,000	54,625	54,625	320,375	-
Head Start Supplement	99,298	-	99,298	-	99,298
Housing - Restricted (Fund Balance)	1,296,582	191,189	507,543	789,039	316,354
Transportation	200,000	-	200,000	-	200,000
Tribal School	112,126	-	112,126	-	112,126
Youth Activities	8,191	-	5,390	2,801	5,390
<b>TOTAL EXPENSES</b>	<b>3,057,048</b>	<b>446,314</b>	<b>1,735,136</b>	<b>1,321,912</b>	<b>1,288,822</b>
<b>PROFIT/(LOSS)</b>	-	-	<b>(996)</b>		

## Indirect Cost Report

Indirect Cost consists of eleven (11) departments that provide services to all departments of the Tribal Government. Without these services, the Tribe would not be able to contract for funds with the Federal and State Governments.

<b>MENOMINEE INDIAN TRIBE OF WISCONSIN</b> <b>INDIRECT COST FY 2015</b> <b>CONSOLIDATED BUDGET REPORT</b>			
<b>DEPARTMENT</b>	<b>APPROVED BUDGET</b>	<b>YEAR-TO- DATE EXPENSES</b>	<b>BUDGET BALANCE (OVER)/Under</b>
Administration	776,826	750,229	26,597
Enrollment	106,287	93,891	12,396
Finance	1,542,882	1,470,554	72,328
Human Resource	508,712	464,199	44,513
Information Technology (IT)	1,284,987	1,162,753	122,234
Insurance	517,186	484,208	32,978
Internal Audit	433,643	388,924	44,719
Legal Services	107,615	77,344	30,271
Maintenance	352,378	315,954	36,424
Property Management & Acquisition	254,767	234,362	20,405
Tribal Government	304,335	196,916	107,419
<b>TOTAL</b>	<b>6,189,618</b>	<b>5,639,334</b>	<b>550,284</b>

**Department/Funding Source/Service Provided  
October 1, 2014 through September 30, 2015  
Governmental Affairs**

<b>DESCRIPTION</b>	<b>Federal Expenditures</b>	<b>Wisconsin Expenditures</b>	<b>Tribal Expense</b>	<b>Local &amp; Other Funding Source</b>	<b>Total Expenditure</b>
GENERAL FUND	-	-	54,625	11,539	<b>66,164</b>
ELDERLY ACTIVITIES	-	-	1,273	-	<b>1,273</b>
YOUTH ACTIVITIES	-	-	5,590	-	<b>5,590</b>
VETERANS POW-WOW	-	-	5,900	-	<b>5,900</b>
CONTINGENCY	-	-	9,197	-	<b>9,197</b>
INTERGOVERNMENTAL AFFAIRS	-	-	92,930	-	<b>92,930</b>
EMERGENCY MANAGEMENT	-	-	-	-	-
OPERATION TRIBAL GOVERNMENT	-	-	473,511	-	<b>473,511</b>
COMMUNITY FUNDING REQUEST	-	-	17,705	-	<b>17,705</b>
MILWAUKEE AREA TRIBAL OFFICE	-	-	10,529	-	<b>10,529</b>
EMERGENCY MANAGEMENT	-	-	59,281	12,819	<b>72,100</b>
AGRICULTURAL/ACADEMIC	-	-	198,630	-	<b>198,630</b>
SPIRIT CLUB	-	-	-	4,357	<b>4,357</b>
PROJECT EAGLE	-	-	97,227	1,124,091	<b>1,221,318</b>
MARCH TO MADISON	-	-	49,005	-	<b>49,005</b>
BURIAL FUNDS	-	-	-	10,123	<b>10,123</b>
EDUCATION FUNDS	-	-	-	20,885	<b>20,885</b>
HEALTHCARE ENDOWMENT	-	-	-	10,506	<b>10,506</b>
TRIBAL GOVERNMENT	-	-	-	108,003	<b>108,003</b>
PRE-DIASASTER MITIGATION	25,645	-	2,850	-	<b>28,495</b>
EMERGENCY MANAGEMENT	-	21,249	30,686	-	<b>51,935</b>
PHEP BIO-TERRORISM	-	5,515	-	-	<b>5,515</b>
BIO-TERRORISM PREPAREDNESS	-	4,022	-	-	<b>4,022</b>
<b>CHAIRPERSON</b>	<b>25,645</b>	<b>30,786</b>	<b>1,108,938</b>	<b>1,302,322</b>	<b>2,467,692</b>
ENROLLMENT – SUPPLEMENT	-	-	68,580	-	<b>68,580</b>
PER CAPITA	-	-	-	(14,387)	<b>(14,387)</b>
MTL/MTE DISTRIBUTION	-	-	523,847	-	<b>523,847</b>
ENROLLMENT		-	-	93,891	<b>93,891</b>
ENROLLMENT	21,968	-	-	-	<b>21,968</b>
<b>ENROLLMENT</b>	<b>21,968</b>	-	<b>592,426</b>	<b>79,504</b>	<b>693,898</b>
FINANCE	-	-	-	1,470,554	<b>1,470,554</b>
<b>FINANCE</b>	-	-	-	<b>1,470,554</b>	<b>1,470,554</b>
HUMAN RESOURCE				464,199	<b>464,199</b>
<b>HUMAN RESOURCES</b>	-	-	-	<b>464,199</b>	<b>464,199</b>
INTERNAL AUDIT	-	-	-	388,924	<b>388,924</b>
<b>INTERNAL AUDIT</b>	-	-	-	<b>388,924</b>	<b>388,924</b>

INSURANCE/MRBG/PROP DEDUCTIBLE	-	-	10,095	-	<b>10,095</b>
NATIVE AMERICAN RISK MGT CONFERENCE	-	-	-	9,192	<b>9,192</b>
BURIAL FUND	-	-	227,084	-	<b>227,084</b>
INSURANCE	-	-	-	484,208	<b>484,208</b>
HEALTH INSURANCE	-	-	-	15,035,054	<b>15,035,054</b>
MITW WORKMENS COMPENSATION	-	-	-	304,289	<b>304,289</b>
TRIBAL MEDICAL RELIEF BLOCK GRANT	-	1,763	-	-	<b>1,763</b>
<b>INSURANCE</b>	-	<b>1,763</b>	<b>237,179</b>	<b>15,832,743</b>	<b>16,071,686</b>
INFORMATION TECHNOLOGY	-	-	-	1,162,753	<b>1,162,753</b>
<b>INFORMATION TECHNOLOGY</b>	-	-	-	<b>1,162,753</b>	<b>1,162,753</b>
CHILD PROTECTION CODE	-	-	19,494	-	<b>19,494</b>
LEGAL SERVICES (ATTORNEY)	-	-	285,139	-	<b>285,139</b>
LEGAL SERVICES	-	-	-	77,344	<b>77,344</b>
<b>LEGAL SERVICES</b>	-	-	<b>304,633</b>	<b>77,344</b>	<b>381,977</b>
LEC COURTHOUSE MAINTENANCE	-	-	69,643	-	<b>69,643</b>
MAINTENANCE	-	-	-	315,954	<b>315,954</b>
REC/LANGUAGE/LENDING & TAX BUILDINGS	-	-	-	110,999	<b>110,999</b>
TRIBAL BUILDINGS	-	-	-	388,902	<b>388,902</b>
<b>MAINTENANCE</b>	-	-	<b>69,643</b>	<b>815,856</b>	<b>885,499</b>
MENOMINEE NATION NEWS	-	-	269,082	-	<b>269,082</b>
<b>TRIBAL NEWS</b>	-	-	<b>269,082</b>	-	<b>269,082</b>
PROCUREMENT	-	-	-	234,362	<b>234,362</b>
INTERNAL SERVICES	-	-	-	48,222	<b>48,222</b>
<b>PROPERTY MANAGEMENT</b>	-	-	-	<b>282,584</b>	<b>282,584</b>
ACT 161	-	-	150,000	-	<b>150,000</b>
TRIBAL FACILITIES REPAIRS/MAINT	-	-	4,856	-	<b>4,856</b>
TRIBAL ADMINISTRATION	-	-	-	750,229	<b>750,229</b>
WILDLAND FIRE MANAGEMENT	489,118	-	-	-	<b>489,118</b>
COOPERATIVE LANDSCAPE	95,613	-	-	-	<b>95,613</b>
COMP TR JUSTICE/STRATEGIC	8,753	-	-	-	<b>8,753</b>
VOCATIONAL REHABILITATION	253,792	-	-	-	<b>253,792</b>
VETERAN SERVICE OFFICE	-	11,000	-	-	<b>11,000</b>
VETERAN SERVICE OFFICE	-	12,222	-	-	<b>12,222</b>
<b>TRIBAL ADMINISTRATION</b>	<b>847,276</b>	<b>23,222</b>	<b>154,856</b>	<b>750,229</b>	<b>1,775,583</b>

<b>GOVERNMENTAL AFFAIRS</b>	<b>894,889</b>	<b>55,771</b>	<b>2,736,757</b>	<b>22,627,011</b>	<b>26,314,430</b>
AGING DIVISION	-	-	293,939	-	<b>293,939</b>
AGING	-	-	-	-	-
CBRF	-	-	298,020	-	<b>298,020</b>
AGING/ CBRF FUNDRAISING	-	-	-	11,669	<b>11,669</b>
AGING & LONG-TERM CARE non-CBRF	-	-	-	81,972	<b>81,972</b>
AGING-CBRF	-	-	156,667	-	<b>156,667</b>
MENOMINEE ELDER ABUSE	61,578	-	-	-	<b>61,578</b>
TITLE VI PART C NATIVE AMERICAN	40,130	-	-	-	<b>40,130</b>
TITLE VI PART A SUPP/NUTRITION	98,865	-	-	64	<b>98,929</b>
TITLE VI NUTRITION SERVICE	4,750	-	70,755	-	<b>75,505</b>
AFFORDABLE CARE ACT: MIPP	3,027	-	-	-	<b>3,027</b>
CIP I 100% FMAP TRIBES	-	664,509	-	-	<b>664,509</b>
CIP II 100% FMAP TRIBES	-	885,395	-	-	<b>885,395</b>
CIP 1B/CIP 11 PROGRAM	-	665,823	-	-	<b>665,823</b>
TRIBAL ADR SPECIALIST	-	3,404	-	-	<b>3,404</b>
MONEY FOLLOWS PERSON INIT	-	13,676	-	-	<b>13,676</b>
TRANSPORTATION FOR ELDERLY	-	7,200	-	-	<b>7,200</b>
TRANSPORTATION FOR ELDERLY	-	22,500	-	-	<b>22,500</b>
COMMUNITY SERVICE BLOCK GRANT	-	25,520	-	-	<b>25,520</b>
COP-MA-LTC EXPANSION	-	-	-	32,736	<b>32,736</b>
STATE/COUNTY COP-MA-LTC E	-	-	-	100,000	<b>100,000</b>
TITLE III AGING DIVISION	-	-	222	6,786	<b>7,008</b>
TITLE III NUTRITION SERVICE	-	-	60,408	15,099	<b>75,507</b>
STATE HEALTH INSURANCE	-	-	-	10,367	<b>10,367</b>
STATE PHARMACEUTICAL	-	-	-	2,964	<b>2,964</b>
TITLE III AGING DIVISION	-	-	2,742	125,791	<b>128,533</b>
<b>AGING</b>	<b>208,350</b>	<b>2,288,027</b>	<b>882,754</b>	<b>387,448</b>	<b>3,766,579</b>
CHICAGO COMMUNITY CENTER	-	-	4,038	-	<b>4,038</b>
<b>CHICAGO COMMUNITY CENTER</b>	-	-	<b>4,038</b>	-	<b>4,038</b>
MOU FOSTERING FUTURES	-	-	-	14,149	<b>14,149</b>
3RD PARTY CLINIC 2014	-	-	-	(251,601)	<b>(251,601)</b>
3RD PARTY CLINIC 2015	-	-	-	379,087	<b>379,087</b>
3RD PARTY CLINIC EXPANSION	-	-	-	593,825	<b>593,825</b>
IHS SETTLEMENT FUNDS	-	-	-	6,777	<b>6,777</b>
SPECIAL DIABETES	346,499	-	-	-	<b>346,499</b>
SPECIAL DIABETES FOR INDIANS	612,062	-	-	-	<b>612,062</b>
IHS CLINIC 2014	1,457,383	-	-	3,704,938	<b>5,162,321</b>
IHS CLINIC 2015	12,990,883	-	-	10,572	<b>13,001,455</b>
WIC GRANTS	-	80,326	-	-	<b>80,326</b>
MCH WOMEN'S HEALTH	-	24,673	-	-	<b>24,673</b>

WIC FARMERS MARKET NUTRITION	-	1,045	-	-	<b>1,045</b>
IAP-LHD IMMUNIZATION	-	5,236	-	-	<b>5,236</b>
AMERICAN INDIAN HEALTH	-	8,582	-	-	<b>8,582</b>
WI WELL WOMEN	-	13,164	-	-	<b>13,164</b>
MEDICAID ELIGIBILITY OUTREACH	-	40,475	-	-	<b>40,475</b>
PREVENTIVE HEALTH & HEALTH	-	3,233	-	-	<b>3,233</b>
FLUORIDE MOUTH RINSING	-	2,022	-	-	<b>2,022</b>
WI WELL WOMEN PROGRAM EXPANSION	-	7,798	-	-	<b>7,798</b>
HIV PREVENTION (MINORITY)	-	6,038	-	-	<b>6,038</b>
EMS FUNDING ASSISTANCE	-	3,600	-	-	<b>3,600</b>
WIC GRANTS	-	31,109	-	-	<b>31,109</b>
WIC BREASTFEEDING PEER COUNSEL	-	1,352	-	-	<b>1,352</b>
WIC BREASTFEEDING PEER COUNSEL	-	1,584	-	-	<b>1,584</b>
DIABETES PREVENTION & CONTROL	-	466	-	-	<b>466</b>
CHILD WELFARE FOSTERING FUTURES	-	2,044	-	-	<b>2,044</b>
HOSPITAL PREPAREDNESS FLEX FUND	-	3,125	-	-	<b>3,125</b>
FOSTERING FUTURES	-	3,112	-	-	<b>3,112</b>
RURAL INFANT HEALTH	-	-	-	12,704	<b>12,704</b>
WI NATIVE AMERICAN TOBACCO NETWORK	-	-	-	1,705	<b>1,705</b>
HEALTHY START-ELIMINATE DISPARITY	-	-	-	76,930	<b>76,930</b>
EPIDEMIOLOGICAL OUTCOMES	-	-	-	1,223	<b>1,223</b>
MERC-FUNDED COMMUNITY	-	-	-	11,195	<b>11,195</b>
HEALTHY CHILDREN,STRONG FAMILY	-	-	-	29,304	<b>29,304</b>
AMERICAN INDIAN TOBACCO USE	-	-	-	27,100	<b>27,100</b>
UW PARTNERSHIP PROGRAM	-	-	-	227	<b>227</b>
<b>CLINIC</b>	<b>15,406,827</b>	<b>238,983</b>	-	<b>4,618,136</b>	<b>20,263,945</b>
RFT FOOD DISTRIBUTION	-	-	-	-	-
FOOD PANTRY	-	-	-	3,675	<b>3,675</b>
NUTRITION EDUCATION	12,608	-	-	-	<b>12,608</b>
NUTRITION EDUCATION	20,840	-	-	-	<b>20,840</b>
FOOD DISTRIBUTION	344,751	-	109,518	160	<b>454,428</b>
NUTRITION ADVISORY COMMITTEE	1,223	-	-	-	<b>1,223</b>
THE EMERGENCY FOOD ASSISTANCE	-	1,139	-	-	<b>1,139</b>
<b>FOOD DISTRIBUTION</b>	<b>379,422</b>	<b>1,139</b>	<b>109,518</b>	<b>3,835</b>	<b>493,913</b>
MAEHNOWESEKIYAH	-	-	-	-	-
MAEHNNOWESEKIYAH FUNDRAISING & OTHER	-	-	-	9,315	<b>9,315</b>
MAEHNOWESEKIYAH	-	-	261,653	339,357	<b>601,011</b>

MAEHNOWSEKIYAH HEADQUARTERS BUILDING	-	-	-	50,531	<b>50,531</b>
MAEHNOWSEKIYAH RECOGNITION	-	-	-	1,678	<b>1,678</b>
M COMM-BASED CORRECTIONAL	394	-	-	-	<b>394</b>
STOP VIOLENCE AGAINST WOMEN	30,696	-	-	-	<b>30,696</b>
BATTERERS INTERVENTION	138,496	-	-	-	<b>138,496</b>
VIOLENCE AGAINST WOMEN	303,642	-	-	-	<b>303,642</b>
INDIAN HEALTH SERVICES MAEHNOWSEKIYAH	16,188	-	-	80	<b>16,268</b>
MAEHN: FAMILY VIOLENCE PREVENTION	18,199	-	-	-	<b>18,199</b>
MENOMINEE MENTAL HEALTH	166,113	-	-	-	<b>166,113</b>
INDIAN HEALTH SERVICES MAEHNOWSEKIYAH	130,375	-	-	153	<b>130,527</b>
INDIAN HEALTH SERVICES MAEHNOWSEKIYAH	648,082	-	-	237	<b>648,319</b>
FAMILY SERVICES	-	159,287	-	-	<b>159,287</b>
MENTAL HEALTH BLOCK GRANT	-	5,003	-	-	<b>5,003</b>
TRIBAL SUBSTANCE ABUSE PREVENTION	-	132,000	-	-	<b>132,000</b>
TRIBAL COORDINATED SERV TEAM	-	2,469	-	-	<b>2,469</b>
TRIBAL COORDINATED SERV TEAM	-	43,454	-	-	<b>43,454</b>
STRATEGIC PREVENTION PFS	-	122,239	-	-	<b>122,239</b>
TREATMENT ALTERNATIVE/DIVERSION	-	38,687	-	-	<b>38,687</b>
DOMESTIC ABUSE CHILDREN	-	13,950	3,487	-	<b>17,437</b>
DOMESTIC ABUSE BASIC SERVICE	-	44,186	11,047	-	<b>55,233</b>
CHILD WELFARE HOMELESS YOUTH	-	54,503	-	-	<b>54,503</b>
DOMESTIC ABUSE SUPPORT	-	10,546	2,637	-	<b>13,183</b>
DOMESTIC ABUSE	-	30,417	7,604	-	<b>38,022</b>
MISD MAEHNOWSEKIYAH	-	-	-	10,564	<b>10,564</b>
<b>MAEHNOWSEKIYAH</b>	<b>1,452,186</b>	<b>656,743</b>	<b>286,428</b>	<b>411,916</b>	<b>2,807,273</b>
MENOMINEE INDIAN BOXING CLUB	-	-	7,463	-	<b>7,463</b>
<b>NEOPIT BOXING CLUB</b>	-	-	<b>7,463</b>	-	<b>7,463</b>
RFT NEOPIT COMMUNITY CENTER	-	-	8,075	-	<b>8,075</b>
<b>NEOPIT COMMUNITY CENTER</b>	-	-	<b>8,075</b>	-	<b>8,075</b>
RECREATION	-	-	153,327	-	<b>153,327</b>
INDIGENOUS GAMES	-	-	-	6,782	<b>6,782</b>
RECREATION FUNDRAISING	-	-	-	4,645	<b>4,645</b>
<b>RECREATION</b>	-	-	<b>153,327</b>	<b>11,427</b>	<b>164,754</b>
SOUTH BRANCH COMMUNITY CENTER	-	-	8,075	-	<b>8,075</b>
<b>SOUTH BRANCH COMMUNITY CENTER</b>	-	-	<b>8,075</b>	-	<b>8,075</b>



CHILD SUPPORT	-	-	-	-	-
SOCIAL SERVICE/ENDOWMENT	-	-	-	-	-
SOCIAL SERVICES	-	-	397,785	-	<b>397,785</b>
CHILD SUPPORT (INCOME)	-	-	-	124	<b>124</b>
SOCIAL SERVICES	38,427	-	-	-	<b>38,427</b>
SOCIAL SERVICES	318,977	-	-	-	<b>318,977</b>
CHILD WELFARE TITLE IV-B	12,464	-	4,155	-	<b>16,619</b>
CHILD WELFARE TITLE IV-B	7,810	-	2,603	-	<b>10,414</b>
CHILD SUPPORT ENFORCEMENT	628,897	-	157,224	14,330	<b>800,452</b>
KINSHIP CARE BENEFITS	-	135,504	-	-	<b>135,504</b>
KINSHIP CARE ASSESSMENTS	-	11,770	-	143	<b>11,912</b>
MISD SOCIAL SERVICES	-	-	-	2,139	<b>2,139</b>
<b>SOCIAL SERVICES</b>	<b>1,006,575</b>	<b>147,274</b>	<b>561,767</b>	<b>16,735</b>	<b>1,732,351</b>
VETERANS SERVICE OFFICER	-	-	22,071	-	<b>22,071</b>
<b>VETERANS SERVICE OFFICER</b>	-	-	<b>22,071</b>	-	<b>22,071</b>
RFT WOODLAND YOUTH BOYS & GIRLS	-	-	98,631	-	<b>98,631</b>
<b>WOODLAND YOUTH BOYS &amp; GIRLS</b>	-	-	<b>98,631</b>	-	<b>98,631</b>
YOUTH OUTREACH	-	-	-	-	-
ZOAR FIRE STATION	-	-	2,719	-	<b>2,719</b>
YOUTH DEVELOPMENT & OUTREACH	-	-	56,609	-	<b>56,609</b>
TOYS FOR TOTS INITIATIVE	-	-	-	12,411	<b>12,411</b>
KAI NATIVE ASPIRATIONS 3	-	-	-	245	<b>245</b>
MENOMINEE TRIBAL YOUTH	128,723	-	-	-	<b>128,723</b>
PROMOTING SAFE & STABLE FAMILIES	29,979	-	9,993	-	<b>39,972</b>
BEHAVIORAL HEALTH	18,569	-	-	-	<b>18,569</b>
TEEN PARENTING	-	126,790	-	-	<b>126,790</b>
BADGES FOR BASEBALL	-	-	-	2,768	<b>2,768</b>
<b>YOUTH DEVELOPMENT</b>	<b>177,271</b>	<b>126,790</b>	<b>69,322</b>	<b>15,424</b>	<b>388,806</b>
<b>TOTAL: HEALTH &amp; FAMILY</b>	<b>18,630,631</b>	<b>3,458,955</b>	<b>2,211,468</b>	<b>5,464,922</b>	<b>29,765,975</b>
COMMUNITY DEVELOPMENT	-	-	408,799	-	<b>408,799</b>
ZOAR CEREMONIAL	-	-	8,021	-	<b>8,021</b>
BIA IRR ROAD CONST INTEREST	-	-	-	3,595	<b>3,595</b>
COMMUNITY DEVELOPMENT	159,488	-	-	-	<b>159,488</b>
ROAD MAINTENANCE	446,055	-	-	-	<b>446,055</b>
FACILITIES MAINTENANCE & OPERATION	275,952	-	-	-	<b>275,952</b>
REAL ESTATE SERVICES	117,154	-	-	-	<b>117,154</b>
ROAD MAINTENANCE	5,465	-	-	-	<b>5,465</b>
FACILITIES MANAGEMENT	11,067	-	-	-	<b>11,067</b>

COMMUNITY DEVELOPMENT	9,905	-	-	-	<b>9,905</b>
MULTIPLE MENOMINEE IRR	64,433	-	-	-	<b>64,433</b>
SPEARS RD-SIDEWALK/PARKING	189,568	-	-	-	<b>189,568</b>
ARCHAEOLOGICAL & ENV SERV	388	-	-	-	<b>388</b>
TRANSPORTATION PLANNING	877,450	-	-	-	<b>877,450</b>
KESHENA INFILTRATION STUD	616	-	-	-	<b>616</b>
WISCONSIN RECYCLING	-	9,844	-	-	<b>9,844</b>
WISCONSIN RECYCLING	-	17,307	-	-	<b>17,307</b>
CO/TRIBAL NEOPIT STREET REPAIR	-	125,000	-	-	<b>125,000</b>
<b>COMMUNITY DEVELOPMENT</b>	<b>2,157,540</b>	<b>152,152</b>	<b>416,820</b>	<b>3,595</b>	<b>2,730,107</b>
FIRE PROTECTION	-	-	50,000	-	<b>50,000</b>
COMMUNITY FIRE PROTECTION	13,639	-	-	-	<b>13,639</b>
<b>FIRE PROTECTION</b>	<b>13,639</b>	-	<b>50,000</b>	-	<b>63,639</b>
TAX COMMISSIONER	-	-	50,152	-	<b>50,152</b>
MENOMINEE LOAN FUND	-	-	-	143,314	<b>143,314</b>
CREDIT & FINANCE	69,617	-	-	-	<b>69,617</b>
<b>LENDING &amp; TAX</b>	<b>69,617</b>	-	<b>50,152</b>	<b>143,314</b>	<b>263,083</b>
POW-WOW	-	-	65,813	50,025	<b>115,838</b>
<b>POW-WOW</b>	-	-	<b>65,813</b>	<b>50,025</b>	<b>115,838</b>
MENOMINEE TRANSPORTATION	-	-	-	1,025,963	<b>1,025,963</b>
TRANSIT CONTRACT INCOME	-	-	-	6,340	<b>6,340</b>
TRANSIT CONTRACT INCOME	-	-	-	73,402	<b>73,402</b>
IRR TRANSIT MATCH 4704	54,860	-	-	-	<b>54,860</b>
FEDERAL OPERATING ASSISTANCE	293,670	-	-	-	<b>293,670</b>
TRIBAL TRANSIT PROGRAM	366,675	-	-	-	<b>366,675</b>
PUBLIC TRANSPORTATION	-	658,174	347,052	69,877	<b>1,075,104</b>
PUBLIC TRANSPORTATION	-	1,100,240	200,000	1,123,704	<b>2,423,944</b>
5311 CAPITAL ASSISTANCE	-	206,190	-	-	<b>206,190</b>
CAPITAL ASSISTANCE 2013	-	21,804	-	2,049	<b>23,853</b>
CAPITAL ASSISTANCE 2012	-	15,503	-	-	<b>15,503</b>
CAPITAL ASSISTANCE 2014	-	1,265,803	-	188,597	<b>1,454,400</b>
URBAN MASS TRANSIT OPERATION	-	-	30,552	-	<b>30,552</b>
<b>TRANSIT</b>	<b>715,206</b>	<b>3,267,714</b>	<b>577,604</b>	<b>2,489,932</b>	<b>7,050,457</b>
TRIBAL UTILITIES WASTEWATER	-	-	-	370,818	<b>370,818</b>
TRIBAL UTILITIES ELECTRIC	-	-	-	114,843	<b>114,843</b>
TRIBAL UTILITIES WATER	-	-	-	279,275	<b>279,275</b>
NEOPIT COMMUNITY SEWER BE-12-G	485,449	-	-	-	<b>485,449</b>
NEOPIT SEWER MAIN REPLACEMENT	343,450	-	-	-	<b>343,450</b>

FIRE HYDRANT OPERATION/MAINTENANCE	-	-	-	(13)	(13)
<b>UTILITIES</b>	<b>828,898</b>	-	-	<b>764,923</b>	<b>1,593,821</b>
<b>TOTAL: COMMUNITY DEVELOPMENT</b>	<b>3,784,900</b>	<b>3,419,866</b>	<b>1,160,390</b>	<b>3,451,788</b>	<b>11,816,944</b>
CONSERVATION-SUPPLEMENT	-	-	343,340	-	<b>343,340</b>
CONSERVATION: OTHER	-	-	-	3,750	<b>3,750</b>
CONSERVATION RIGHTS PROTECTION	219,574	-	-	-	<b>219,574</b>
SUMMER TRIBAL YOUTH	-	-	-	-	-
SUMMER TRIBAL YOUTH	-	19,997	-	-	<b>19,997</b>
<b>CONSERVATION</b>	<b>219,574</b>	<b>19,997</b>	<b>343,340</b>	<b>3,750</b>	<b>586,661</b>
ENVIRONMENTAL SERVICES	-	-	64,914	-	<b>64,914</b>
ENVIRONMENTAL SERVICES	-	-	-	-	-
NAT'L RESOURCE RESTORATION	-	-	-	9,716	<b>9,716</b>
WTCAC MEETINGS	-	-	-	570	<b>570</b>
SOUTH BRANCH OCONTO RIVER	1,148	-	-	-	<b>1,148</b>
ELMA CREEK-W BRANCH WOLF	(60)	-	-	-	<b>(60)</b>
DALLES CREEK-WOLF RIVER	4,734	-	-	-	<b>4,734</b>
WATER RESOURCES	3,374	-	-	-	<b>3,374</b>
WILDLIFE & PARKS	140,904	-	-	-	<b>140,904</b>
WATER RESOURCE	6,071	-	-	-	<b>6,071</b>
DAMAGE ASSESSMENT	5,280	-	-	-	<b>5,280</b>
LITIGATION SUP/WTR RESOURCE	2,393	-	-	-	<b>2,393</b>
CONSERVATION RIGHTS PROTECTION	5,596	-	-	-	<b>5,596</b>
CONSERVATION RIGHTS PROTECTION	1,398	-	-	-	<b>1,398</b>
WATER RESOURCES	8,488	-	-	-	<b>8,488</b>
WATER RESOURCES	12,225	-	-	-	<b>12,225</b>
AQUATIC INVASIVE SPECIES	5,262	-	-	-	<b>5,262</b>
AQUATIC INVASIVE SPECIES	100,785	-	-	-	<b>100,785</b>
TRIBAL BROWNFIELD	57,914	-	-	-	<b>57,914</b>
INDIAN ENVIRONMENTAL GENERAL ASSISTANCE	252,673	-	7,815	-	<b>260,487</b>
ENVIRONMENTAL SERVICES	-	-	-	4,182	<b>4,182</b>
ENVIRONMENTAL SERVICES	-	-	-	1,711	<b>1,711</b>
INVASIVE SPECIES	-	-	-	1,039	<b>1,039</b>
<b>ENVIRONMENTAL SERVICES</b>	<b>608,184</b>	-	<b>72,728</b>	<b>17,219</b>	<b>698,132</b>
GAMING COMMISSION	-	-	544,236	6,660	<b>550,896</b>
<b>GAMING COMMISSION</b>	-	-	<b>544,236</b>	<b>6,660</b>	<b>550,896</b>
COURTS PROFESSIONAL FEES	-	-	33,219	-	<b>33,219</b>
COURTS SUPPLEMENT/FINES & FEES	-	-	203,260	-	<b>203,260</b>

ELECTION	-	-	89,340	-	<b>89,340</b>
COURTS FUNDRAISING & OTHER	-	-	-	54	<b>54</b>
JUDICIAL SERVICES	31,090	-	-	-	<b>31,090</b>
JUDICIAL SERVICES	567,791	-	-	-	<b>567,791</b>
TRIBAL COURTS RECORDS	112,712	-	-	-	<b>112,712</b>
HEALING WELLNESS COURT	163,226	-	-	-	<b>163,226</b>
<b>JUDICIARY</b>	<b>874,818</b>	-	<b>325,820</b>	<b>54</b>	<b>1,200,692</b>
LAW ENFORCEMENT	-	-	-	-	-
LAW ENFORCEMENT	-	-	901,824	-	<b>901,824</b>
LEC EMERGENCY TRANSPORT	-	-	10,511	-	<b>10,511</b>
LAW ENFORCEMENT- DETENTION	-	-	438,246	-	<b>438,246</b>
LAW ENFORCEMENT FUNDRAISING	-	-	-	25,314	<b>25,314</b>
LAW ENFORCEMENT	1,653,062	-	-	-	<b>1,653,062</b>
LAW ENFORCEMENT	26,028	-	-	-	<b>26,028</b>
INDIAN HIGHWAY SAFETY	107,138	-	-	-	<b>107,138</b>
BULLETPROOF VEST REPLACEMENT	334	-	-	-	<b>334</b>
SEXUAL OFFENDER REGISTRATION	60,822	-	-	-	<b>60,822</b>
YOUTH ADVOCATE CONCEPT PAPER	62,715	-	-	-	<b>62,715</b>
VICTIM ASSISTANCE	97,507	-	-	-	<b>97,507</b>
DOMESTIC VIOLENCE SUPPORT	75,205	-	-	-	<b>75,205</b>
COPS TRGP - HIRING	129,514	-	-	-	<b>129,514</b>
SEX OFFENDER REGISTRA & NOTIFICATION	78,396	-	-	-	<b>78,396</b>
COPS TRGP-EQUIPMENT & TRAINING	1,855	-	-	-	<b>1,855</b>
INJURY PREVENTION	101,220	-	-	-	<b>101,220</b>
MENOMINEE CRIME VICTIMS	-	23,030	1,242	-	<b>24,271</b>
TRIBAL LAW ENFORCEMENT	-	25,148	-	-	<b>25,148</b>
TRIBAL LAW ENFORCEMENT	-	63,231	-	-	<b>63,231</b>
COUNTY/TRIBAL LAW ENFORCEMENT	-	-	-	22,048	<b>22,048</b>
COUNTY/TRIBAL LAW ENFORCEMENT	-	-	-	8,541	<b>8,541</b>
<b>LAW ENFORCEMENT</b>	<b>2,393,796</b>	<b>111,408</b>	<b>1,351,822</b>	<b>55,903</b>	<b>3,912,930</b>
LICENSE & PERMIT	-	-	158,414	-	<b>158,414</b>
<b>LICENSE &amp; PERMITS</b>	-	-	<b>158,414</b>	-	<b>158,414</b>
PROBATION - SUPPLEMENT	-	-	95,214	-	<b>95,214</b>
PROBATION OFFICER	130,912	-	-	-	<b>130,912</b>
<b>PROBATION</b>	<b>130,912</b>	-	<b>95,214</b>	-	<b>226,126</b>
PROSECUTOR - SUPPLEMENT	-	-	101,241	-	<b>101,241</b>

OFFICE OF PROSECUTOR	174,550	-	-	-	<b>174,550</b>
<b>PROSECUTOR</b>	<b>174,550</b>	-	<b>101,241</b>	-	<b>275,791</b>
<b>TOTAL: ENFORCEMENT RIGHTS PROTECTION</b>	<b>4,401,834</b>	<b>131,406</b>	<b>2,992,816</b>	<b>83,586</b>	<b>7,609,642</b>
COLLEGE MENOMINEE NATION	-	-	198,667	-	<b>198,667</b>
LIBRARY	-	-	148,188	-	<b>148,188</b>
NATIVE AMERICAN LIBRARY ENHANCEMENT	45,612	-	-	-	<b>45,612</b>
NATIVE AMERICAN BASIC GRANT/EDUCATION	7,000	-	-	-	<b>7,000</b>
<b>COLLEGE MENOMINEE NATION</b>	<b>52,612</b>	-	<b>346,855</b>	-	<b>399,467</b>
JOB TRAINING 477	255,018	-	-	-	<b>255,018</b>
TEMPORARY ASSISTANCE NEEDY FAMILIES	704,061	-	-	-	<b>704,061</b>
TEMPORARY ASSISTANCE NEEDY FAMILIES	352,209	-	-	-	<b>352,209</b>
IM INCOME MAINTENANCE CONTRACT	-	244,240	-	-	<b>244,240</b>
FOOD SHARE FRAUD INVESTIGATION	-	770	-	-	<b>770</b>
MEDICAID FRAUD FEDERAL	-	257	-	-	<b>257</b>
FSET ADMIN GPR/FED	-	30,216	-	-	<b>30,216</b>
FSET TRANSPORTATION GPR/FEDERAL	-	1,225	-	-	<b>1,225</b>
CHILD CARE SERVICES FOR TRIBES	-	22,400	-	-	<b>22,400</b>
<b>COMMUNITY RESOURCES</b>	<b>1,311,288</b>	<b>299,108</b>	-	-	<b>1,610,396</b>
HEADSTART	-	-	-	-	-
HEADSTART SUPPLEMENT	-	-	433,596	-	<b>433,596</b>
HEADSTART FUNDRAISING & OTHER	-	-	-	627	<b>627</b>
HEADSTART	-	-	52,514	-	<b>52,514</b>
CHILD WELFARE ASSISTANCE	-	-	-	38,119	<b>38,119</b>
EARLY CHILDCARE SERVICE	-	-	270,558	268,666	<b>539,223</b>
INFANT & TODDLER PART C	7,477	-	-	-	<b>7,477</b>
INFANT & TODDLER PART B	64,522	-	-	-	<b>64,522</b>
INFANT & TODDLER PART B	6,434	-	-	-	<b>6,434</b>
INDIAN HEADSTART	397,349	-	-	-	<b>397,349</b>
INDIAN HEADSTART	1,442,503	-	-	-	<b>1,442,503</b>
CHILD CARE DEVELOPMENT FUND	95,213	-	-	-	<b>95,213</b>
CHILD CARE DEVELOPMENT FUND	126,539	-	-	-	<b>126,539</b>
BIRTH TO THREE PROGRAM	-	6,968	-	-	<b>6,968</b>
DAYCARE ADMINISTRATIVE	-	209,450	123,670	-	<b>333,120</b>
WI HEADSTART SUPPLEMENT	-	86,483	-	-	<b>86,483</b>
WI HEADSTART SUPPLEMENT	-	2,006	-	-	<b>2,006</b>
CHILD WELFARE	-	50,664	-	-	<b>50,664</b>
CMN PATH FOR OUR CHILDREN	-	-	-	12,500	<b>12,500</b>

MISD EARLY CHILDCARE SERVICE	-	-	-	1,922	<b>1,922</b>
<b>EARLY CHILDHOOD SERVICES</b>	<b>2,140,037</b>	<b>355,571</b>	<b>880,336</b>	<b>321,834</b>	<b>3,697,779</b>
EDUCATION	-	-	39,192	-	<b>39,192</b>
EDUCATION SERVICES	19,791	-	-	-	<b>19,791</b>
EDUCATION SERVICES	489,133	-	-	-	<b>489,133</b>
<b>EDUCATION</b>	<b>508,924</b>	-	<b>39,192</b>	-	<b>548,116</b>
HISTORIC PRESERVATION	-	-	-	-	-
HISTORIC PRESERVATION	-	-	223,422	-	<b>223,422</b>
HISTORIC PRESERVATION FUNDRAISING	-	-	-	41,056	<b>41,056</b>
HISTORIC PRESERV RENOVATION	-	-	-	27,773	<b>27,773</b>
HISTORIC PRESERVATION	63,186	-	-	-	<b>63,186</b>
IMLS PAST PERFECT	3,224	-	294	-	<b>3,518</b>
SCHOOL-BASE HIV/STD PREGNANCY PREVENTION	-	7,000	-	-	<b>7,000</b>
MENOMINEE CLAY PROJECT	-	1,000	-	-	<b>1,000</b>
SMSC SUMMER LANGUAGE CAMP	-	-	-	6,800	<b>6,800</b>
AAIA YOUTH SUMMER CAMP	-	-	-	1,100	<b>1,100</b>
<b>HISTORIC PRESERVATION</b>	<b>66,410</b>	<b>8,000</b>	<b>223,716</b>	<b>76,729</b>	<b>374,854</b>
JOHNSON O'MALLEY	-	-	10,521	-	<b>10,521</b>
JOM FUNDRAISING	-	-	-	6,048	<b>6,048</b>
JOHNSON O'MALLEY	144,548	-	-	-	<b>144,548</b>
<b>JOHNSON O'MALLEY</b>	<b>144,548</b>	-	<b>10,521</b>	<b>6,048</b>	<b>161,117</b>
LANGUAGE & CULTURE COMMISSION	-	-	150,935	-	<b>150,935</b>
REBUILDING RELATIONS	-	-	-	1,122	<b>1,122</b>
<b>LANGUAGE &amp; CULTURE</b>	-	-	<b>150,935</b>	<b>1,122</b>	<b>152,057</b>
GENERAL FUND	-	-	112,126	-	<b>112,126</b>
TRIBAL SCHOOL SUPPLEMENT	-	-	150,305	-	<b>150,305</b>
TRIBAL SCHOOL INTEREST	-	-	-	-	-
TRIBAL SCHOOL	-	-	-	4,049	<b>4,049</b>
TRIBAL SCHOOL REVOLVING	-	-	-	17,913	<b>17,913</b>
INDIAN SCHOOL EQUALIZATION	302,359	-	-	-	<b>302,359</b>
MTS TRANSPORTATION	68,039	-	-	-	<b>68,039</b>
MTS ADMINISTRATIVE COSTS	47,778	-	-	-	<b>47,778</b>
MTS TITLE I LANGUAGE ARTS	73,377	-	-	-	<b>73,377</b>
MTS TITLE IIA TEACHER QUALITY	9,701	-	-	-	<b>9,701</b>
MTS OPERATIONS/MAINTENANCE	15,306	-	-	-	<b>15,306</b>
MTS PART B IDEIA EDUCATION HANDICAP	496,617	-	-	-	<b>496,617</b>
MTS OPERATIONS/MAINTENANCE	5,443	-	-	-	<b>5,443</b>
MTS ENHANCEMENT	2,069	-	-	-	<b>2,069</b>

MTS OPERATIONS/MAINTENANCE	56,788	-	-	-	<b>56,788</b>
MTS MINOR IMPROVEMENT & REPAIRS	63,498	-	-	-	<b>63,498</b>
MTS ENHANCEMENT BIE READS	35,477	-	-	-	<b>35,477</b>
INDIAN SCHOOL EQUALIZATION	1,348,320	-	-	1,985	<b>1,350,305</b>
MTS TRANSPORTATION	202,448	-	-	-	<b>202,448</b>
MTS RURAL EDUCATION TITLE	2,530	-	-	-	<b>2,530</b>
MTS OPERATIONS/MAINTENANCE	225,695	-	-	-	<b>225,695</b>
MTS ASPHALT REPLACEMENT	120,548	-	-	-	<b>120,548</b>
MTS ADMINISTRATIVE COSTS	275,797	-	-	-	<b>275,797</b>
MTS 21 CENTURY TITLE IV B	251,304	-	-	-	<b>251,304</b>
MTS TITLE IA LANGUAGE ART	356,903	-	-	-	<b>356,903</b>
MTS TITLE IIA TEACHER QUALITY	56,355	-	-	-	<b>56,355</b>
INDIAN EDUCATION FORMULA	45,210	-	-	-	<b>45,210</b>
INDIAN EDUCATION FORMULA	13,708	-	-	-	<b>13,708</b>
MTS FOOD	-	121,006	-	457	<b>121,463</b>
MTS SUMMER SCHOOL FOOD	-	2,560	-	-	<b>2,560</b>
MTS FOOD	-	21,408	-	3,325	<b>24,733</b>
FRESH FRUIT & VEGETABLE	-	9,682	-	-	<b>9,682</b>
MTS FRESH FRUIT & VEGETABLE	-	1,936	-	-	<b>1,936</b>
FRESH FRUIT & VEGETABLE	-	13	-	-	<b>13</b>
MTS SACRED LITTLE ONES	-	-	-	12,500	<b>12,500</b>
SEEDS GRANT WORKSHOP	-	-	-	1,700	<b>1,700</b>
<b>MENOMINEE TRIBAL SCHOOL</b>	<b>4,075,269</b>	<b>156,604</b>	<b>262,431</b>	<b>41,930</b>	<b>4,536,233</b>
EXTENSION AGENT	-	-	8,244	-	<b>8,244</b>
<b>U. W. EXTENSION</b>	-	-	<b>8,244</b>	-	<b>8,244</b>
<b>TOTAL: LABOR, EDUCATION &amp; TRAINING</b>	<b>8,299,088</b>	<b>819,283</b>	<b>1,922,230</b>	<b>447,663</b>	<b>11,488,264</b>
ELDER HOME PRESERVATION	-	-	93,735	-	<b>93,735</b>
HOUSING NON PROGRAM INCOME	-	-	-	1,010	<b>1,010</b>
HOUSING TAX CREDIT REIMBURSEMENT	-	-	-	77,931	<b>77,931</b>
HOUSING TRIBAL ORDINANCE	-	-	-	57,885	<b>57,885</b>
HOUSING RESTRICTED TRIBAL	-	-	-	448,503	<b>448,503</b>
202 ELDERLY HOUSING	54,228	-	-	45,405	<b>99,633</b>
HOME IMPROVEMENT PROGRAM	5,011	-	-	-	<b>5,011</b>
INDIAN HOUSING BLOCK GRANT	2,886,841	-	-	177,024	<b>3,063,865</b>
SANITATION BE-14-J31	19,004	-	-	-	<b>19,004</b>
SANITATION BE-11-G56	35,824	-	-	-	<b>35,824</b>
SANITATION BE-12-G95	12,600	-	-	-	<b>12,600</b>
PERSONS-IN-CRISIS HOUS/EMERGENCY	-	10,162	-	14,545	<b>24,707</b>
<b>TRIBAL HOUSING AUTHORITY</b>	<b>3,013,507</b>	<b>10,162</b>	<b>93,735</b>	<b>822,303</b>	<b>3,939,707</b>



<b>TOTAL: HOUSING</b>	<b>3,013,507</b>	<b>10,162</b>	<b>93,735</b>	<b>822,303</b>	<b>3,939,707</b>
MIDDLE VILLAGE APARTMENT COMPLEX	51,708	-	-	36,641	<b>88,349</b>
<b>WOLF RIVER APARTMENT MIDDLE VILAGE</b>	<b>51,708</b>	-	-	<b>36,641</b>	<b>88,349</b>
BUSINESS CHARTER-WOLF RIVER DEVELOPMENT	-	-	-	166,111	<b>166,111</b>
WOLF RIVER DEVELOPMENT COMPANY	-	-	-	1,192	<b>1,192</b>
<b>WOLF RIVER DEVELOPEMENT COMPANY</b>	-	-	-	<b>167,303</b>	<b>167,303</b>
TAX CREDIT PROJECT 1	-	-	-	212,944	<b>212,944</b>
TAX CREDIT PROJECT 2	-	-	-	31,481	<b>31,481</b>
TAX CREDIT PROJECT 3	-	-	-	136,111	<b>136,111</b>
TAX CREDIT PROJECT 4	-	-	-	112,605	<b>112,605</b>
TAX CREDIT PROJECT 5	-	-	-	96,192	<b>96,192</b>
TAX CREDIT PROJECT 6	-	-	-	90,281	<b>90,281</b>
TAX CREDIT PROJECT 7	-	-	-	82,751	<b>82,751</b>
TAX CREDIT PROJECT 8	-	-	-	79,966	<b>79,966</b>
<b>TOTAL: TAX CREDIT</b>	-	-	-	<b>842,330</b>	<b>842,330</b>
FUEL STATION	-	-	-	186,078	<b>186,078</b>
<b>FUEL STATION</b>	-	-	-	<b>186,078</b>	<b>186,078</b>
<b>TOTAL: WOLF RIVER DEVELOPEMENT CHARTER</b>	<b>51,708</b>	-	-	<b>1,232,352</b>	<b>1,284,060</b>
<b>GRAND TOTAL:</b>	<b>39,076,557</b>	<b>7,895,442</b>	<b>11,117,397</b>	<b>34,129,624</b>	<b>92,219,021</b>

## Appendix B

# Investments

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Rosemary Simon Kazik

### Overview

The Investment Committee of the Tribe was created pursuant to Investment Plan Chapter 111 of the Code of the Menominee Indian Tribe of Wisconsin. The committee consists of the following seven member; Joan Delabrué, MTL member and Committee Chairman; Craig Corn, MTL Member; Jonathan Wilber, Administration; Greg Smith, Finance Manager; Randy Chevalier, Compensation/Training Specialist; AnnMarie Johnson, Lending & Tax Director; Michael Chapman, Community Member. These individuals collectively provide (a) guidance and direction to the Finance Manager and Insurance Director in the establishment and monitoring of various investments of the Tribe, (b) general oversight on investments, and (c) recommendations to the Legislature on how funds individually or collectively should be invested. In addition, the committee makes recommendations to the Legislature on changes to the overall investment policy for the Tribe.

### Frequently Asked Questions

- What is the investment mix? The investment mix, or asset mix, is the percentage of a fund that is invested in each of the three major classes of assets: (1) cash and equivalents (e.g. cash, savings, certificates of deposit, money market, etc.), (2) fixed income instruments (e.g. bonds, debenture, and notes) and, (3) equity instruments (common stock or ordinary shares). The investment mix varies by fund and largely depends upon the desired growth, amount of risk the Tribe is willing to take, and liquidity needs (ease of conversion into cash) of the fund being invested.
- How many funds make up the Tribe's investment portfolio? Currently, there are four (4) funds subject to the control of the investment policy. Those funds include: (1) the Reserve fund; (2) Healthcare Endowment fund; (3) Education Endowment fund; and (4) Burial Benefit fund.
- What happens to interest earnings on each fund? Interest earned on each fund is applied to the fund for reinvestment or reimbursement in accordance with appropriation legislation adopted by the Legislature.
- Can interest earned on a fund be applied elsewhere? Generally, no. If the fund's use is subject to federal or tribal restriction, the fund and any interest earned from the fund must be used solely for the purposes for which it was intended or reinvested back into the fund.
- Which funds are subject to federal or tribal restrictions on their use? The Healthcare Endowment fund, Education Endowment Fund, and Burial Benefit fund are subject to federal restrictions that require the principal balances to be preserved and their use restricted.
- Can anyone access investment funds? No. The Investment Committee or a committee of the Legislature may only make a recommendation to the Legislature on how funds are accessed or expended, but only the Legislature can give final approval. No one individual can access, transfer, or expend a fund without the express approval of the Legislature.
- Does the Tribe have other funds that are invested and not subject to oversight by the Investment Committee? Yes. Those funds include those funds transferred and deposited into the self-funded employee health, dental, and workers compensation fund. These funds are typically collected, monitored and maintained by other banks and third-party administrators who, in turn, provide data to the Tribe's officials as needed or requested.
- How often does the Investment Committee meet? The Investment Committee meets two to four times a year along with the bank's wealth management group directly responsible for investing the Tribe's various funds.
- What bank manages our investment portfolio? In FY2015 Associated Bank held the Tribe's investment portfolio.
- What is the Tribe's Investment Policy? Appearing in the table (next page) is a copy of the Tribe's current investment policy.

## Menominee Indian Tribe of Wisconsin Investment Policy

### PURPOSE

This investment policy is set forth so that there is a clear understanding of the investment guidelines and objectives of the Menominee Indian Tribe between the Legislature, Budget Committee and the Investment Committee established by Investment Plan Chapter 111. The Menominee Indian Tribe seeks to achieve as high a level of total return as is consistent with prudent investment management, preservation of purchasing power and ready marketability of its investment portfolio. It is our mission to optimize our resources for the economic and cultural benefit of our tribal members. Commitment and determination are required in order to achieve our objective. The Menominee Tribe of Wisconsin has been able to create economic opportunity for our people while protecting and renewing our forests. It is our goal to grow our current investment pool in a prudent manner so that not only will we receive a portion of the benefits today, but well into the future. The Tribe seeks to achieve its investment objectives by investing primarily in a diversified portfolio of fixed income and equity securities. The Menominee Indian Tribe recognizes that separate pools of capital with different investment objectives require different asset allocation strategies to meet their various objectives. Thus, the Tribe has set broad based, asset allocation strategies with various risk tolerances in order to offer investment parameters suitable to meet each pool of capital's objectives. The broad based strategies include investment parameters that are appropriate for accounts with various objectives that may be Short-Term (0-3 years), Intermediate-Term (4-8 years) and Long-Term (8 years and up) in nature. The Tribe recognizes that for accounts with a long-term objective, preservation and growth of purchasing power is a significant risk. In order to achieve the higher returns necessary to preserve and grow purchasing power, the Tribe is willing to invest a majority of those account's assets predominately in equities and accept somewhat more aggressive risk tolerance than a pure fixed income portfolio.

### DELEGATION OF AUTHORITY

Authority to manage the MITW's investment program is derived from the Menominee Tribal Legislature and Tribal Ordinances, Resolutions, and Motions. Responsibility for the operation of the investment program for the *General Fund, Special Revenue Funds, Debt Service Funds and Enterprise Funds* is hereby delegated to the Finance Director who shall have operational duties for managing those investments. The responsibility for the operations of the investment program for the *Settlement Funds and Trust and Agency Funds* is hereby delegated to the Insurance Director who shall have operational duties for managing those Investments. The operational responsibility for the Capital Project Funds shall be shared between the Finance Director and Insurance Director. These individuals shall act in accordance with established written procedures and internal controls for the operation of the investment program consistent with this investment policy. No person may engage in an investment transaction except as provided under the terms of this policy. These individuals shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.

### SETTLEMENT FUNDS and TRUST & AGENCY FUNDS

#### *Burial, Education and Healthcare Accounts*

These accounts are expected to be perpetual/very long-term in nature (+20 years) and thus are able to benefit from the historical ability of stocks to out-perform bonds over long periods of time. These funds will be considered long-term in nature.

Asset Class	Range of Allocations
Cash/Money Markets	0-20%
Fixed Income/Bonds	35-55%
Equity/Stocks	45-70%

### ***Reserve & Alternative Accounts***

There is no “FINAL” determination for the end use of the funds in each of these accounts. While these accounts shall pursue growth of capital through investments in equities, due to the potential need to extract funds at an unknown date, the accounts shall pursue an intermediate-term approach. These funds will be considered intermediate-term in nature.

Asset Class	Range of Allocations
Cash/Money Markets	5-25%
Fixed Income/Bonds	40-60%
Equity/Stocks	25-45%

### **MANAGEMENT FEES**

Management fees will be charged to the appropriate fund.

### **EARNINGS**

All earning are reinvested in accordance with the Policy.

### **GENERAL FUNDS, SPECIAL REVENUE, DEBT SERVICE AND ENTERPRISE FUNDS**

See attachment – “CASH MANAGEMENT POLICY”

### **REPORTING**

The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

### **APPROVAL OF INVESTMENT POLICY**

The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually***.

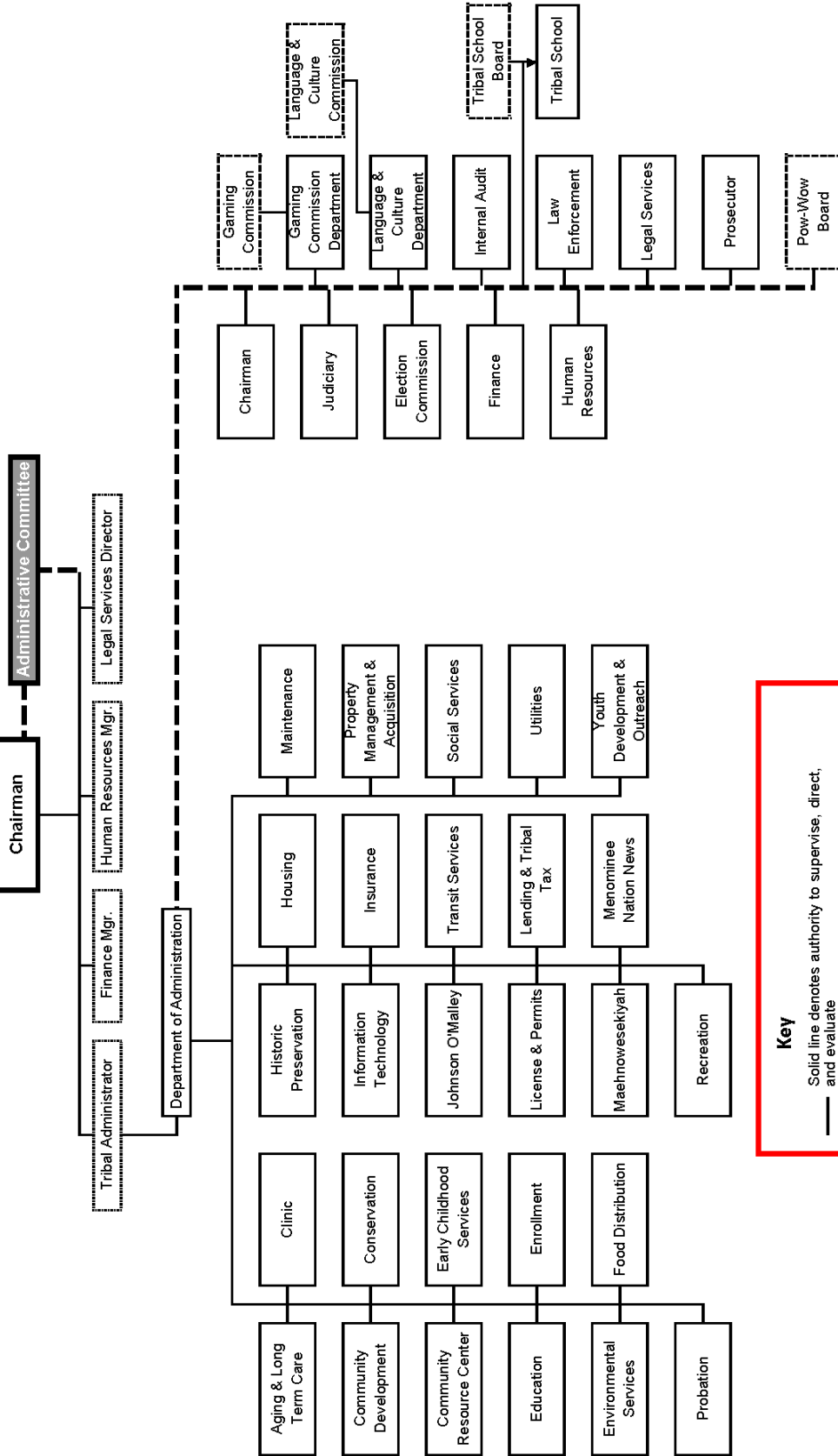
<b>Period: Ending</b>	<b>Education</b>	<b>Health</b>	<b>Burial</b>	<b>Reserve</b>
Balance as of 9/30/2014	<b>\$5,293,665</b>	<b>\$2,606,523</b>	<b>\$2,502,456</b>	<b>\$2,699,617</b>
<i>Income</i>				
Interest	17,752	8,539	8,226	22,400
Dividend	26,346	12,973	12,667	9,154
<i>Disbursements</i>				
Transferred to Tribe/	-113,793	-143,532	-194,784	
Management Fees	-23,438	-11,677	-11,254	-12,007
Realized Gains/(losses)	51,756	36,022	38,104	13,608
Unrealized Appreciation/ (Depreciation)	-291,805	-151,804	-152,197	-94,803
Change in Accrued Income	-802	-377	-357	-2,329
<b>9/30/2015 Market Value</b>	<b>\$4,970,738</b>	<b>\$2,449,926</b>	<b>\$2,280,742</b>	<b>\$2,611,207</b>
Cash & Equiv.	109,680	61,197	18,620	95,939
Fixed income	1,944,157	955,399	904,622	1,655,461
Equities	2,914,721	1,432,256	1,356,455	857,130
Accrued Income	2,180	1,074	1,045	2,677

# Appendix C: Administrative Flowchart

## MITW-Administrative Flowchart Established Pursuant to the Government Plan (Chapter 98)



### Menominee Tribal Legislature

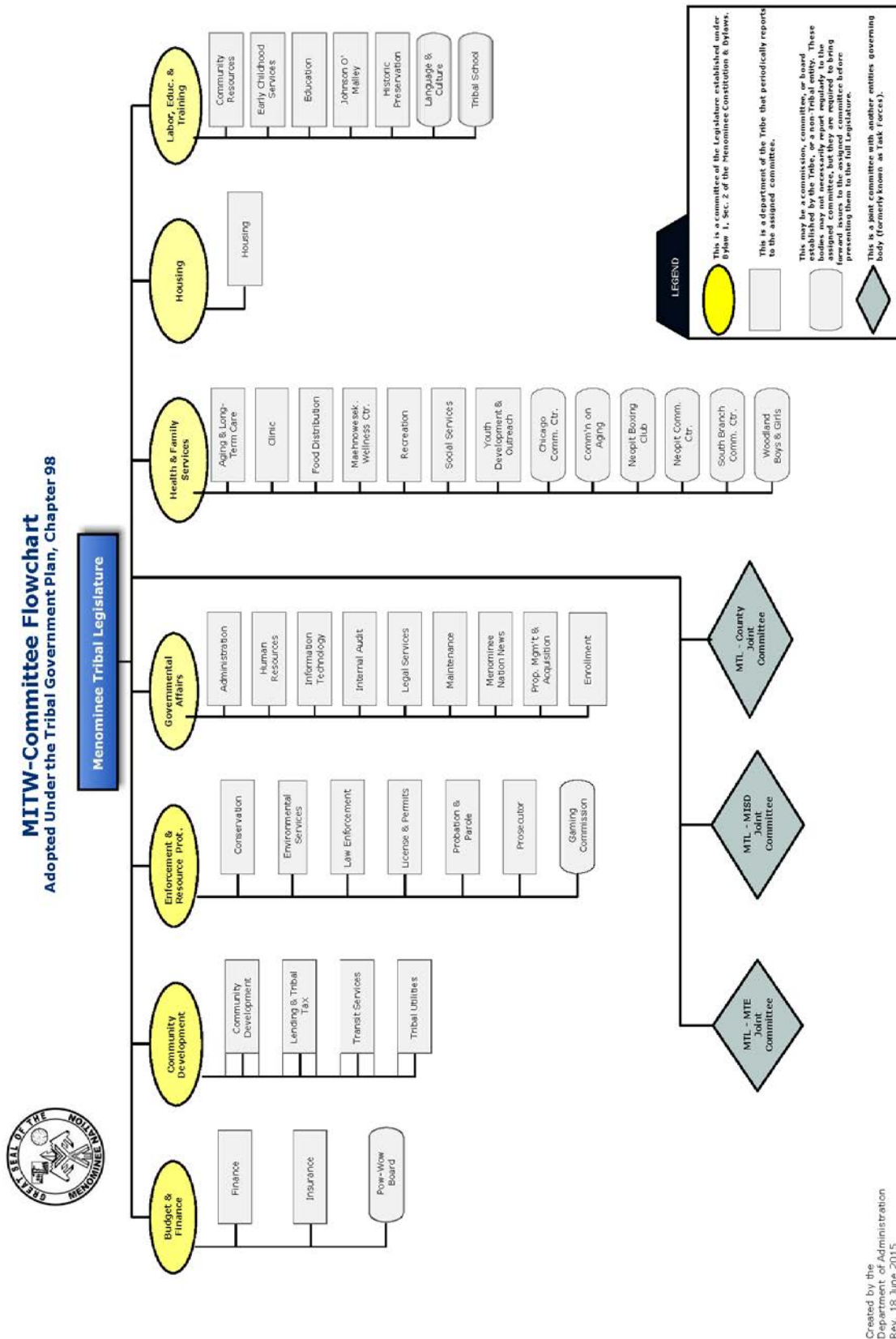


### Key

- Solid line denotes authority to supervise, direct, and evaluate
- .- Dotted line denotes authority to operate in an advisory capacity and also provide technical assistance

Created by the  
Department of Administration  
Rev. 18 December 2014

# Appendix D: Committee Flowchart







# *Omaeqnomenewak*

## **Mission**

**The mission of the Omaeqnomenewak (People of the Wild Rice) is to promote, protect, and preserve our rights, resources, and culture by utilizing responsible leadership and judicious exercise of our sovereign powers.**

## **Vision**

**We envision the Omaeqnomenewak (People of the Wild Rice) as a strong, healthy, and proud nation living in accordance with its culture and beliefs, and possessing the resources necessary to be successful in achieving our goals.**

## **Value**

**As Omaeqnomenewak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture**

***People of the Wild Rice***

